

# annual report 2009

An Bord Altranais report of the year 2009



An Bord Altranais



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# presidential address

**DURING 2009 THE BOARD** and Executive discussed the detailed response made in 2008 to the draft Heads of Bill for the proposed new Nurses and Midwives legislation, which will replace the Nurses Act, 1985 with the Department of Health and Children on a number of occasions and the Board are committed to working with the Minister and her officials in developing the new legislation. The Board welcomes the stated objective of the new legislation to protect the public in its dealings with both professions and to ensure the integrity of the professions through the promotion of high standards of education, training, practice and professional conduct.

An Bord Altranais celebrated 50 years of Regulating Intellectual Disability Nursing in September 2009. The celebrations took the form of an academic seminar with presentations delivered by Dr. John Sweeney, Senior Lecturer, School of Nursing and Midwifery, University College Cork and Ms. Ciara O'Keefe, Clinical Nurse Manager, St. Vincent's Centre, Navan Road, Dublin 7.

The seminar was followed by the unveiling of a specially commissioned tapestry depicting the mission and values of An Bord Altranais. The tapestry was designed and made by clients of Stewarts of Kilcloon, Co. Meath and was unveiled by Ms. Mary Davis, Managing Director Special Olympics Europe/Eurasia. Invitations to the seminar and the unveiling were extended to approximately 60 people representing the Higher Education Institutions that provide pre-registration education programmes in Intellectual Disability Nursing, associated health care agencies, clients of Stewarts of Kilcloon and other leaders in the field. The tapestry is now framed and situated in the foyer of An Bord Altranais.

I am pleased to report that the Evaluation of An Bord Altranais Regulatory Framework for Prescriptive Authority report was presented to the Minister for Health and Children on the 9th October 2009 at a National launch in The Royal College of Surgeons in Ireland. The National launch of the Board's evaluation report was in association with University College Dublin study National Independent Evaluation of the Nursing and Midwife Prescribing Initiative, which was commissioned and funded by the Health Service Executive on behalf of the National Resource and Implementation Group on Nurse and Midwife Prescribing in Ireland.

I am pleased to report that in 2009 the Board completed a project to develop professional guidance for nurses working with older people. The document published in April, 2009 is a guide for nurses in all healthcare settings where the older person is cared for. It will also serve as a source of information for the public by detailing for them the nursing care they are entitled to and should expect to receive. A copy of the document was sent to all registered nurses and midwives. An Bord Altranais published a leaflet for the public in September 2009 entitled "Nursing Care of Older People – What to expect from your nursing care" to support the "Professional Guidance for Nurses working with Older People" published in April 2009. Both documents were formed by an extensive consultation exercise that included service users, the profession and key stakeholders. The steering committee to develop the guidance was chaired by Mr. John Murray, Vice-President, An Bord Altranais.

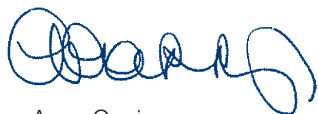
In 2009 the Education Department continued with the ongoing schedule of site visits and course approvals. The Nursing Careers Centre (NCC) continued to play a significant role in promoting nursing as a career. I am pleased to report that in 2009 a total of 9,457 individuals applied for 1,570 places on the various nursing programmes, including 1,858 mature applicants.

A major challenge continues to be the numbers of nurses wishing to register in Ireland, notwithstanding the significant fall off of non EU applications. In 2009 the Board received 2,670 applications for registration, compared with 3,851 applications in 2008. Of this, the number of applications from non EU applicants dropped from 845 in 2008 to 302 in 2009. The number of nurses/midwives on the Baord's active Register now stands at 68,483.

The Board continues to process a large numbers of Fitness to Practise applications. In 2009 the Board received 67 new applications and carried over a further 31 applications from 2008. Of these 79 cases were dealt with and 19 cases were still under consideration at the end of the year. The cost of processing Fitness to Practise cases is significant and continues to be monitored by the Board.

I want to acknowledge our continuing close working relationship with the Department of Health and Children and in particular the Nursing Policy Division. I very much appreciate the co-operation and expert assistance we received from the National Council for the Professional Development of Nursing and Midwifery, Health Service Executive, voluntary hospitals, nursing and midwifery planning and development units and the Higher Education Institutions.

My final thanks go to the Chief Executive Officer and all his staff at An Bord Altranais for their work in administering the affairs of the Board with great professional competency.



Anne Carrigy  
President of An Bord Altranais.

# education and training

An Bord Altranais report of the year 2009

# education and training

An Bord Altranais promotes high standards of professional education, training and practice and professional conduct among nurses and midwives to ensure the protection of the public. 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 and Intellectual Disability Divisions of the Register of Nurses from 2002, and a Children's and General Nursing (Integrated) programme and Midwifery programme in 2006 are provided. An Bord Altranais continued throughout 2009 to be proactive, guiding, supportive and responsive to the changing educational structures and processes that support the registration programmes in nursing. An Bord Altranais also embraced opportunities to develop, extend and strengthen the principle of partnership with all parties involved in the educational experience while maintaining its statutory independence in conducting on-site visits to the Higher Education Institutions and the linked health care services. The concern of An Bord Altranais in the protection of the public acknowledges the issue of quality in education, actual 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 the Board continues its commitment to the effectiveness and efficiency of its approval processes. The Board 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 2009.

An Bord Altranais operationalises this process through the Nurses Rules (2007) made under the Nurses Act, 1985 setting standards to be adhered to in the education and training of nurses and in their continuing education as registered nurses. The rules provide for the 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

Under Section 34 of the Nurses Act, 1985 the Board 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 An Bord Altranais 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 2009 site visits were conducted at the following:

- Waterford Institute of Technology and associated Healthcare Agencies
  - General Nursing
  - Intellectual Disability Nursing
  - Psychiatric Nursing
- Waterford Institute of Technology and Associated Healthcare Agencies
  - Intellectual Disability Nursing – follow up site visit as a condition of the previous site visit
- National University of Ireland Galway and associated Healthcare Agencies
  - Midwifery – Portiuncula Hospital, Mayo General Hospital, Sligo General Hospital
  - Public Health Nursing
- University College Dublin and Associated Healthcare Agencies
  - Midwifery (Wexford General Hospital)
  - Public Health Nursing
- Athlone Institute of Technology and Associated Healthcare Agencies
  - General and Psychiatric Nursing
- University College Cork and Associated Healthcare Agencies
  - Midwifery (Cork University Maternity Hospital)
  - Public Health Nursing
- Trinity College Dublin and Associated Healthcare Agencies
  - Intellectual Disability Nursing
- Royal College of Surgeons in Ireland
  - Prescriptive Authority
- University College Cork
  - Prescriptive Authority
- St. Angela's College, Sligo
  - Public Health Nursing

## Pre-Registration Honours Degree Courses –curriculum documents

The following pre-registration curriculum documents were approved in 2009:

### Dundalk Institute of Technology

- BSc (Hons) in Nursing – General Nursing
- BSc (Hons) in Nursing – Psychiatric Nursing
- BSc (Hons) in Nursing – Intellectual Disability Nursing

### St Angela' College Sligo

- BSc in General Nursing
- BSc in Intellectual Disability Nursing

### Waterford Institute of Technology

BSc in General Nursing

BSc in Intellectual Disability Nursing

BSc in Psychiatric Nursing

## 2009 Annual Reports

Annual Reports related to registration programmes of Education and Training were received and approved for the following colleges:

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

University College Dublin

University of Limerick

Waterford Institute of Technology.

## Post Registration Courses

The Board approves post-registration education courses for nurses and midwives based on criteria formulated in 1989. These criteria divide courses into two categories.

### 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.

An Bord Altranais revised the policy and guidelines to education programme developers and providers intending to submit short education and learning programmes for An Bord Altranais approval. These courses are considered central to the continued development and maintenance of knowledge, skills and competencies for practice within a rapidly changing health care environment. All learning should support the concepts of critical thinking, reflective practice, problem solving and lifelong learning in professional practice.

A new policy was approved by the Board following a consultation with the Directors of the Centres of Nursing and Midwifery Education and became effective from 1st May 2009. It replaced the previous An Bord Altranais policy in relation to Category 1 approval. The policy document provides detailed guidance for

education and programme providers regarding submission requirements including an application form based on the submission structure. The policy will be reviewed in May 2010.

In 2009 An Bord Altranais approved 386 Post Registration Category 1 courses.

## Post-Registration Category II Courses

Post-Registration Category II 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 following Post-Registration Category II courses were approved in 2009:

### Athlone Institute of Technology

Higher Diploma – Behaviours that Challenge (Adult & Children: Intellectual Disability Service)  
one cohort only

### Galway-Mayo Institute of Technology

BSc (Hons) in Nursing

### National University of Ireland, Galway

Post Graduate Diploma in Nursing - Gerontology

Post Graduate Diploma in Nursing – Intensive Care

Post Graduate Diploma in Nursing – Management of Chronic Health Conditions

### Royal College of Surgeons in Ireland

Post Graduate Diploma in Nursing (Ear, Nose and Throat) in Partnership with the Royal Victoria Eye and Ear Hospital

Post Graduate Diploma in Nursing (Ophthalmic Nursing) in Partnership with the Royal Victoria Eye and Ear Hospital

Post Graduate Diploma/MSc Nursing (Emergency Nursing) in Partnership with Beaumont Hospital

Post Graduate Diploma/MSc Nursing (Coronary Care Nursing) in Partnership with Beaumont Hospital

Post Graduate Diploma/MSc Nursing (Gerontological Nursing) in Partnership with Beaumont Hospital

Post Graduate Diploma/MSc Nursing (Intensive Care Nursing) in Partnership with Beaumont Hospital

Post Graduate Diploma/MSc Nursing (Operating Department Nursing)

Post Graduate Diploma/MSc Nursing (Gerontological Nursing) in Partnership with Connolly Hospital Blanchardstown

Post Graduate Diploma in Nursing (Orthopaedic Nursing) in Partnership with Cappagh National Orthopaedic Hospital

Post Graduate Diploma in Nursing (Neonatal Intensive Care Nursing) in Partnership with The National Maternity Hospital, The Rotunda Hospital and The Coombe Women and Infants University Hospital

Post Graduate Diploma/MSc in Wound Management and Tissue Viability

Master of Science in Nursing (Advanced Leadership)

**University College Cork (Department of Epidemiology)**

Post Graduate Diploma in Health Protection (Infection Control)

**University College Dublin**

Master of Science Nursing (Clinical Practice)

Master of Science (Nursing) Nursing Major or Applied Healthcare Management Major

Master of Science (Nursing) Advanced Practice

Graduate Certificate in Advanced Practice

**University of Dublin Trinity College**

Master of Science in Nursing Cancer Care

Bachelor of Nursing Science (add-on)

Postgraduate Diploma in Cognitive Psychotherapy

Postgraduate Diploma in Specialist Nursing – Haematology Nursing

Postgraduate Diploma in Specialist Nursing – Promoting Enablement in persons with a Physical Disability

Post-Registration Courses leading to additional Registration

**University College Dublin**

Master of Science Nursing (Nurse Education)

Graduate Certificate in Nursing (Nurse Education)

**Royal College of Surgeons in Ireland**

MSc Nursing (Advanced Practice)

**An Bord Altranais National Conference**

The National Conference entitled *Caring for and about the Older Person: Professional Guidance for Nurses Working with Older People* was held on the 26th May in Dublin. Two hundred and fifty two individuals' applications were accepted to attend. In addition to this a reserve list in excess of 150 applications to attend was filed in the office. In excess of 240 delegates registered on the day.

"Professional Guidance for Nurses working with Older People" (An Bord Altranais, April 2009) was officially launched by the Minister for State Mr. John Moloney at the conference. Every nurse on the register received a copy of the Guidance document.

**European Council of Nursing Regulators (FEPI)**

The General Assembly of FEPI was held on 12-13th November 2009 in Rome. An Bord Altranais was represented by Mrs. Anne Carrigy, President, Mr Eugene Donoghue, Chief Executive Officer and Dr. Anne-Marie Ryan, Chief Education Officer.

An Bord Altranais is a founding member of FEPI. The primary aim of FEPI is to protect the European citizens by securing excellence in

- Nursing education, competencies and practice
- Professional standards
- Continuous education and training

- Codes of practice.

At the meeting held in Rome on November 12th, FEPI's members elected a new six-strong Executive Board, responsible for setting FEPI's strategic direction. An Bord Altranais President, Mrs Anne Carrigy, was elected President of the European Council of Nursing Regulators (FEPI).

An Bord Altranais hosted the Working Group on Education, Training and Competences on the 8th April 2009 to consider a proposal for amending Directive 2005/36/EC Annex 5.2.1. Also discussed was accreditation and recognition of learning in light of Directive 2005/36/EC. Representatives from five countries travelled to the meeting.

## Library

The Library continued to provide the following services:

- British Nursing Index (BNI) and 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 2009:

Journal Articles /Staff requests (Copied):	1, 852
Enquiries (Phone)	1,833
Post-outs (ABA publications)	1, 140
Interlibrary loans (requested by Irish Health Care Libraries)	216

## 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, including: the Department of Health and Children; the health care sector; the Public Appointments Service (PAS); the Central Applications Office (CAO); the higher education institutions (HEIs); the Institute of Guidance Counsellors (IGC); the nursing promotion and marketing liaison group set up by the NCC, and others from time to time.

The NCC carries out its work in an open and transparent manner, with efficient and clear communication as its keynotes, and with due cognisance to the principle of cost effectiveness. The NCC communicates with the key stakeholders in reviewing its processes.

## Applications to nursing/midwifery places

The number of applications to nursing in 2009 continued to be high, with a total of 9,457 individual

applicants for 1,570 places (reduced by 310 places from 2008 allocation). The breakdown of applications and places (which includes applications for more than one place) was as follows:

General nursing applications:	6884 for 860 places
Psychiatric nursing applications:	3549 for 290 places
Intellectual disability nursing applications:	2498 for 180 places
Midwifery applications:	2649 for 140 places
Children's and general nursing (integrated):	2322 for 100 places
Total mature applications:	1858
<i>(23 years of age or over on 1st January 2009 and not presenting education results):</i>	
Total standard applications (presenting education results, regardless of age):	7927

#### Ratio of applicants to places in 2009

• General	8:1
• Psychiatric	12:1
• Intellectual disability	14:1
• Midwifery	19:1
• Children's and general (integrated)	23:1

#### Mature code applicants

Mature code applicants remained high. Of the 1858 mature code applicants who were called for written assessment, 923 were successful and were called for interview. 762 were successful at interview and placed on an order of merit list for each course for which he/she applied. Not everyone on the order of merit lists received an offer of a place. There was a quota of places for mature code applicants: 15% of places in general nursing; 35% in psychiatric nursing; 35% in intellectual disability nursing; 20% in midwifery; and 15% in children's and general (integrated). Offers commenced in July.

#### Marketing and promotion of nursing/midwifery as a career

The NCC pursued an active marketing and promotional campaign in 2009, despite a notification of reduced funding in October 2009. Since its inception, the NCC has carried out continuous marketing and promotion of nursing/midwifery as a career. Activities include:

- The production and dissemination of high-quality promotional materials, including stands, posters, and publications
- The development of a comprehensive NCC website
- Effective liaison with key stakeholders in the HEIs and health care sector, including meetings to address many policy issues
- Effective communication with guidance counsellors
- Participation at the Higher Options Conference

#### Provision of information to registered nurses and midwives

In 2009, three editions of Nursing/Midwifery: Career Development. Post-Registration Courses were published. This publication outlines the various post-registration education opportunities for registered nurses

and midwives. It includes sections on:

- Courses leading to an additional registration
- Courses with An Bord Altranais approval (Category 2)
- Return to practice courses for nurses and midwives
- Financing of courses
- Contact details of all relevant organisations.

## A celebration of 50 years of Regulating Intellectual Disability Nursing

An Bord Altranais celebrated 50 years of Regulating Intellectual Disability Nursing on Tuesday 22nd September 2009. The celebrations took the form of an academic seminar with presentations delivered by Dr. John Sweeney, Senior Lecturer, School of Nursing and Midwifery, University College Cork and Ms. Ciara O'Keefe, Clinical Nurse Manager, St. Vincent's Centre, Navan Road.

The seminar was followed by the unveiling of a specially commissioned tapestry depicting the mission and values of the Nursing Board. The tapestry was designed and made by clients of Stewarts of Kilcloon, Co.Meath and was unveiled by Ms. Mary Davis, Managing Director Special Olympics Europe/Eurasia.

Invitations were extended to approximately 60 people representing the HEI's that provide pre-registration programmes in Intellectual Disability Nursing, associated health care agencies, clients of Stewarts of Kilcloon and other leaders in the field. The tapestry is now framed and situated in the foyer of An Bord Altranais.

## Evaluation of An Bord Altranais Regulatory Framework for Prescriptive Authority

The Evaluation of An Bord Altranais Regulatory Framework for Prescriptive Authority report was presented to the Minister for Health and Children on the 9th October 2009 at a National launch in The Royal College of Surgeons in Ireland. The National launch of the Board's evaluation report was in association with University College Dublin study National Independent Evaluation of the Nursing and Midwife Prescribing Initiative study, which was commissioned and funded by the Health Service Executive on behalf of the National Resource and Implementation Group on Nurse and Midwife Prescribing in Ireland.

The report examined the regulation framework of:

- The Nurses Rules, 2007
- Requirements and Standards for Education Programmes for Nurses and Midwives with Prescriptive Authority
- Decision Making Framework for Nurses and Midwives with Prescriptive Authority
- Collaborative Practice Agreement for Nurses and Midwives with Prescriptive Authority
- Practice Standards for Nurses and Midwives with Prescriptive Authority
- The application and registration process for the Registered Nurse Prescribers Division of An Bord Altranais.

## Research project to explore the Introduction of a National System to guide the Competence Assessment of registered nurse prescribers in Ireland

The project, agreed in 2008, presented a draft report that explored the beliefs and values of a broad range of stakeholders in relation to the guidance for and regulation of continued competence assessment, was

adopted by the Board of An Bord Altranais in April 2009. The report will be developed further and phase two will be considered by the Board in early 2010.

## H1N1 Virus

In May 2009, An Bord Altranais provided guidance on the Pandemic H1N1 2009 to nurses and midwives on the importance of vaccinations. Supplemental information on these issues was also produced in September 2009 which was made available for download on the An Bord Altranais website.

## Audit of Education Department

Mazars conducted an audit of the regulatory Site Visit process during the week of 13th July 2009. The findings were submitted to An Bord Altranais to be reviewed and were discussed at the Audit meeting of 11th February 2010.

## Strike Action

The Board of An Bord Altranais at its meeting on the 11th June 2009 discussed the "Guidance to Nurses and Midwives with regard to Strike Action" (An Bord Altranais 2006) and sent letters on this matter to all nurses on the register, to employers and to nursing unions. Nurses and midwives were also reminded via the newsletter of the guidance that "total withdrawal of nursing and midwifery care of patients/clients is inconsistent with the philosophy reflected in the Code of Professional Conduct for each Nurse and Midwife (April 2000) and the Scope of Nursing and Midwifery Practice Framework (April 2000)."

## Nursing Care of Older People

An Bord Altranais published a leaflet for the public in September 2009 entitled "Nursing Care of Older People – What to expect from your nursing care" to support the "Professional Guidance for Nurses working with Older People" published in April 2009. Both documents were formed by an extensive consultation exercise that included service users and the profession and key stakeholders. The steering committee to develop the guidance was chaired by Mr. John Murray, Vice-President, An Bord Altranais.

## Summary of Staff roles within the Education Department

A new way of managing the workload and assigning and clarifying responsibilities and accountability within the education department was agreed and implemented under the strategic management and leadership of the Chief Education Officer in January 2009. The new structure is summarised within six pillars of work. The Chief Education Officer assured the Board that quality decisions in relation to setting standards, monitoring their achievement and establishing compliance on behalf of An Bord Altranais could be accountably achieved in the structure.

The new structure is summarised within six pillars of work with an administrative support as outlined below:

**1. Role Title: Education Officer Pre-Registration Education – Ms. Judith Foley.**

Judith to manage all affairs related to pre-registration education programmes.

**2. Role Title: Education Officer Post-Registration Education and Standards – Mr. Thomas Kearns.**

Thomas to manage all affairs related to post-registration and continuing education.



**3. Role Title: Education Officer Regulation Standards – Ms. Maria Neary.**

Maria to manage all the education affairs of regulation for nurses trained outside Ireland.

**4. Role Title: Professional Officer Standards of Practice and Guidance – Ms. Kathleen Walsh.**

Kathleen to manage the guidance and ethics function of the Board.

**5. Role Title: Education Officer Midwifery Education and Professional Standards.**

Person to be appointed.

**6. Role Title: Careers and Communications Officer – Ms. Denise Carroll.**

Denise to manage the Nursing Careers Centre and communication with the profession including managing conferences and seminars.



# administration

An Bord Altranais report of the year 2009

# administration

## 2009 Accounts

The Auditors Report and the Financial Statements for the year ended 31st December, 2009, appear at page 32. The Income and Expenditure Account for the year to 31st December, 2009 shows a deficit on ordinary activities of €152,130. This compares with a surplus of €213,539 for the previous year.

There is a decrease in Income of €195,163 from 2008 to 2009 and this is mainly attributable to:

- A decrease of €152,167 in Registration Fee Income in 2009 from 2008, which is mainly due to the decrease in the number of applicants from abroad applying for registration in Ireland.
- In 2009, other miscellaneous income which is used to facilitate projects undertaken by An Bord Altranais showed a decrease of €221,990 over the amount received in 2008.
- Reduction in superannuation contributions receivable of €77,465.
- These were partly offset by an increase in annual retention fee income of €259,004.
- There is an increase in Expenditure of €170,506 from 2008 to 2009 and this is mainly attributable to increased Fitness to Practise costs which showed an increase of €543,562 over 2008. This increase can be attributed to an increased level of activity in the number of inquiries held during 2009. Also in relation to three Fitness to Practise Inquiries commenced in 2008, High Court proceedings were undertaken by the nurses involved against An Bord Altranais which resulted in increased legal costs.
- There were reductions in costs across a number of other areas to offset the effect of higher Fitness to Practise costs.
- The current year deficit is reflected in the financial position of An Bord Altranais as at 31st December, 2009, and the net worth of An Bord Altranais decreased by €152,130 in the year.

## Premises

In 2006, An Bord Altranais completed the purchase of a new corporate premises at 18/20 Carysfort Avenue, Blackrock, Co. Dublin. The move to the new premises has proved highly successful. It provides excellent work accommodation for staff and also provides excellent meeting room facilities catering for all the needs of the Board and of the committees.

## Internet

An Bord Altranais website, [www.nursingboard.ie](http://www.nursingboard.ie) contains a comprehensive range of information and documents, including published guidance documents, annual reports and newsletters. Projects are ongoing, to increase the information and services provided on the website.

## Partnership

The Partnership Committee, which was established in An Bord Altranais 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 INO.

## Health and Safety

The Partnership Group oversees health and safety issues. In 2009, as in previous years, An Bord Altranais continued its efforts to ensure the safety, health and welfare of its employees and visitors to the organisation.

## Prompt Payment of Accounts Act, 1997

An Bord Altranais has been prompt in the payment of its creditor accounts and the requirements of the Act do not pose any problem for the Board.

## Staff changes

A number of staff left An Bord Altranais in 2009 to pursue other opportunities. We would like to thank them for their commitment and service and to wish them every success in their future careers. New staff members joined during the year and we wish them a fulfilling and enjoyable career in An Bord Altranais.



# regulation

Fitness to Practise and Registration

An Bord Altranais report of the year 2009

# fitness to practise

Fitness to Practise activity is governed by the provisions of Sections 38 – 46, Part V of the Nurses Act, 1985.

Sections 38 – 41 relate to applications for Inquiries, the conduct of Inquiries, Board consideration of inquiry reports and sanctions.

Applications for inquiry may be on the grounds of

- (a) alleged professional misconduct and/or
- (b) alleged unfitness to engage in nursing practice by reason of physical or mental disability.

The Board or any person may make an application for Inquiry.

Possible sanctions:

- Advise.
- Admonish.
- Censure.
- Attachment of conditions. Requires confirmation by the High Court.
- Suspension. Requires confirmation by the High Court.
- Erasure. Requires confirmation by the High Court.

Section 42 relates to individuals convicted of offences triable on indictment.

Section 44 relates to applications to the High Court, in the public interest, for an Order suspending registration.

## Trends

The number of applications for Inquiries continued at broadly the same level as 2007 and 2008. This level is significantly higher than the level pre-2007. The number of registrants who were the subject of an application for Inquiry remains low as a percentage of the total number of registrants. In 2009 it equated to 0.1% of those on the Active Register. The increased number of applications over the last three years may be influenced by increasing public expectations with regard to standards of care and behaviour and greater public awareness of the fitness to practise referral process, possibly because of some high profile fitness to practise cases in other health professions. In addition, there would appear to be increased awareness of responsibilities in relation to public protection amongst nurse/midwife and other health managers, particularly if the nurse/midwife who is the subject of the application has left their employment.



Table I summarises the level of fitness to practise activity vis-à-vis the number of registrants over the last twelve years.

**Table I: Fitness to Practise Activity 1998 – 2009.**

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Active Register	48,579	50,940	57,072	57,059	58,981	60,774	62,639	65,639	65,415	67,245	68,614	68,483
New Applications for Inquiry	29	9	16	19	27	21	32	42	45	71	75	67
Inquiries commenced	3	3	4	7	7	5	15	18	19	22	34	19
Duration of Inquiries - Days						1	1-4	1-5	1-2	1-5	1-8	1-4
Applications to High Court to confirm sanctions	0	2	0	5	6	3	8	12	12	14	23	9
Appeals to High Court	0	0	0	0	0	0	1	1	0	0	2	2
Consideration re Section 44.				1	1	6	8	6	9	23	17	13
Application to High Court re Section 44.	0	0	0	1	2	4	3	4	6	11	6	5
Consideration re Section 42.						1	0	0	0	2	1	1
Application to High Court re Section 42.	0	0	0	0	0	1	0	0	0	2	1	0

## 2009:

### Number of application considered:

- Thirty one applications carried over from 2008
- Sixty seven new applications considered in 2009.

### Allegations.

The Committee considered allegations including:

- Alleged poor medication management practices;
- Alleged theft of drugs from the clinical area;
- Alleged forging of colleagues signatures;
- Alleged failure to provide appropriate standard of nursing care to a patient;
- Alleged attending work whilst under the influence of alcohol;
- Alleged failure to comply with Conditions attached to the retention of name in the Register;
- Alleged self administration of drugs;
- Alleged physical and verbal abuse of patients;
- Alleged incompetence.

## Decisions in respect of applications:

- In **forty one** cases (53%), the Committee decided to hold an Inquiry;
- In **thirty six** cases (47%), the Committee decided that an Inquiry was not warranted;
- **Nineteen** cases were still under consideration at the end of 2009:
- In **two** cases the applicants withdrew their applications for Inquiry and the Board closed the files.

## Summary of Inquiries held.

No.	Source of application - Manager. - Public - Board.	Category - Clinical practice/Competence - Behaviour. - Drug/Alcohol abuse. - Failure to adhere to Conditions.	Grounds for Inquiry: (a) Alleged professional misconduct	Grounds for Inquiry: (b) Alleged unfitness by reason of physical or mental disability <sup>2</sup>	Grounds proven. (a), (b) or both (a) & (b) <sup>3</sup>	No. of Days	Sanction	Comment
1	Board	Clinical practice/Competence	✓		Not proven	1	Nil	
2	Manager	Clinical practice/Competence	✓		Not proven	1	Nil	
3	Board	Clinical practice/Competence Behaviour	✓	✓	(a)	2	Erasure	
4	Manager	Clinical practice/Competence Behaviour	✓		(a)	2	Erasure	
5	Board	Clinical practice/Competence	✓		(a)	2	Erasure	
6	Manager	Drug/Alcohol abuse	✓	✓	(a) & (b)	1	Erasure	
7	Manager	Drug/Alcohol abuse Behaviour	✓	✓	(a)	1	Censure & Conditions	
8	Manager	Drug/Alcohol abuse	✓	✓	(a)	1	Erasure	
9	Manager	Clinical practice/Competence	✓		Not proven	2	Nil	
10	Manager	Behaviour	✓		(a)	1	Censure	
11	Board	Clinical practice/Competence	✓		Not proven	2	Nil.	
12	Manager	Clinical practice/Competence	✓		Not proven	3	Nil	
13	Manager	Behaviour	✓		(a)	3	Censure	
14	Manager	Clinical practice/Competence Behaviour	✓		(a)	1	Censure	
15	Board	Drug/Alcohol abuse	✓	✓	(a)	1	Censure & Conditions	
16	Manager	Behaviour	✓		Not proven	1	Nil	
17	Manager	Drug/Alcohol abuse	✓	✓	(a)	1	Admonished & Conditions	
18	Board	Drug/Alcohol abuse Failure to adhere to Conditions	✓	✓	(a)	1	Erasure	

2. Unfitness to practice by reason of physical or mental disability must be proven to exist at the time the Inquiry is held.

3. Burden of Proof = Beyond reasonable doubt.

## Summary of Inquiry Caseload 2009

SUMMARY	Source of application - Manager. - Public - Board.	Category - Clinical practice/Competence - Behaviour. - Drug/Alcohol abuse. - Failure to adhere to Conditions.	Grounds for Inquiry: (a) Alleged professional misconduct	Grounds for Inquiry: (b) Alleged unfitness by reason of physical or mental disability	Grounds proven. (a), (b) or both (a) & (b) .	No. of Days	Sanction	Comment
	Manager - 12 Public - 0 Board - 6	Clinical practice/Competence – 9 cases.  Behaviour – 7 cases  Drug/Alcohol abuse – 6 cases  Failure to adhere to Conditions – 1 case.	All 18 cases	7 cases	(a) only - 11 cases  (a) & (b) - 1 case  Not proven - 6 cases	27	Erasure 6 Suspension 0 Censure/Conditions 2 Advise/Conditions 0 Admonish/Conditions 1 Conditions only 0 Censure only 3 Admonish only 0 Advise only 0	

One additional Inquiry commenced but did not conclude by 31st December 2009.

Of the three Inquiries that commenced but did not conclude in 2008, two were still not fully concluded by 31st December, 2009 and matters in respect of the third concluded in 2009. The nurse was found guilty of professional misconduct and was advised in relation to her conduct and had conditions attached to her registration.

### Nurses with Conditions attached to the retention of their names in the Register.

The monitoring of the Conditions attached to the retention of a nurse's name in the Register is a function of the Board.

In its continuing of monitoring of such nurses during 2009, the Board removed the Conditions attached to the retention of the names of 5 nurses and partly removed Conditions attached to one other nurse.

### Section 44 applications.

The Board, where it is of the opinion that it is in the public interest, may make an application to the High Court, so that during a specified period of time, a nurse's name does not have effect in the Register.

In 2009, the Board considered **thirteen** such applications.

- In **five** cases the Board decided to proceed with an application to the High Court. In all of these cases the Order was confirmed by the High Court.
- In **five** cases the Board accepted an undertaking from the nurse not to practice nursing and the Board did not proceed with an application to the High Court.
- In **three** cases the Board decided not to proceed with an application to the High Court.

### Section 42 applications.

Under Section 42 of the Nurses Act, 1985, where a nurse is convicted of an offence triable on indictment, the Board may decide that the name of such person should be erased from the Register of Nurses.

There was **one case** considered by the Board in 2009 under this section of the Act. The Board decided not to apply to the High Court for an Order pursuant to Section 42 of the Nurse's Act, 1985, and referred the matter to the Fitness to Practise Committee for consideration pursuant to Section 38 of the Nurses Act, 1985.

#### Publication

This is in accordance with the revised An Bord Altranais publication policy approved on the 4th July 2007, which became fully operational in November 2009. Details of individual cases are published on the An Bord Altranais website, [www.nursingboard.ie](http://www.nursingboard.ie)

# registration

The Register is maintained by An Bord Altranais in accordance with both provisions of the Nurses Act, 1985 and the Nurses Rules, 2010.

Statistics as of the 31st December, 2009, with comparative figures from 2008.

## Nurses Registered

	Active	Inactive	Total
2008	68,614	19,610	88,224
2009	68,483	21,021	89,504
2008 → 2009	-131	+1,411	+1,280
2008 → 2009	↓ 0.2%	↑ 7%	↑ 1.5%

## Qualifications Registered

	Active 2008	Active 2009	Inactive 2008	Inactive 2009	Total 2008	Total 2009
General	57,474	57,219	16,619	17,744	74,093	74,963
Psychiatric	9,796	9,801	3,001	3,283	12,797	13,084
Children's	4,076	4,077	1,067	1,128	5,143	5,205
Intellectual Disability	4,233	4,358	740	777	4,973	5,135
Midwifery	12,988	12,808	4,775	5,084	17,763	17,892
Nurse Prescriber	51	134	0	1	51	135
Public Health	2,378	2,439	662	721	3,040	3,160
Tutor	562	571	167	182	729	753
Other	228	218	379	387	607	605
<b>Total</b>	<b>91,786</b>	<b>91,625</b>	<b>27,410</b>	<b>29,307</b>	<b>119,196</b>	<b>120,932</b>

## Summary:

As of 31st December, 2009 there were a total of **89,504** individuals registered with **120,932** qualifications.

Active file: **68,483** individuals with **91,625** qualifications.

### Inactive File

An Bord Altranais maintains an Inactive File of individuals who are not engaged in the practice of nursing or midwifery in Ireland.

	2008	2009
Retired	7,676	8,410
Unemployed	827	906
Career Break	2,077	2,107
Working Abroad	5,312	5,679
Other	3,718	3,919
<b>Total</b>	<b>19,610</b>	<b>21,021</b>

### Number of applicants for registration:

Many individuals apply to have their name registered in more than one Division of the Register.

	Number of Individual applicants	Number of Applications - Ireland	Number of Applications - EU	Number of Applications - Non EU	Total number of applications
2008	3,705	1,918	1,088	845	3,851
2009	2,670	1,913	455	302	2,670
2008 → 2009	-1035	-5	-633	-543	-1181
2008 → 2009	↓28%	↓26%	↓58%	↓64%	↓31%

### Educationally assessed applications

European Union trained applicants not entitled to direct registration under the provisions of EU Directive 2005/36/EC, plus non-European Union trained applicants for registration with An Bord Altranais are educationally assessed by An Bord Altranais. From January 2009 to December 2009 a total of **856** files from 34 countries were educationally assessed.

### Number of newly registered qualifications:

	Ireland 2008	Ireland 2009	EU 2008	EU 2009	Non-EU 2008	Non-EU 2009	Total 2008	Total 2009
General	974	913	714	324	511	140	2,199	1,377
Psychiatric	287	330	95	43	29	8	411	381
Children's	111	81	20	7	0	1	131	89
Intellectual Disability	183	176	11	7	0	1	194	184
Midwifery	168	158	98	43	10	6	276	207
Nurse Prescriber	44	85	0	0	0	0	44	85
Public Health	131	124	10	3	0	1	141	128
Tutor	20	23	2	1	0	0	22	24

Continued	Ireland 2008	Ireland 2009	EU 2008	EU 2009	Non-EU 2008	Non-EU 2009	Total 2008	Total 2009
<b>Total</b>	<b>1,918</b>	<b>1,890</b>	<b>950</b>	<b>428</b>	<b>550</b>	<b>157</b>	<b>3,418</b>	<b>2,475</b>
2008 → 2009		-28		-522		-393		-943
2008 → 2009		↓ 1.5%		↓ 55%		↓ 71%		↓ 28%

#### Country of Training of new EU registrants:

Country - 2008	Country - 2009
1st: United Kingdom = 574	1st: United Kingdom = 277
2nd: Poland = 123	2nd: Poland = 37
3rd: Germany = 67	3rd: Italy = 20
4th: Portugal = 59	4th: Germany = 15
5th: Romania = 22	5th: Portugal = 13
18 other countries	14 other countries

#### Country of Training of new non-EU registrants:

Country - 2008	Country - 2009
1st: India = 295	1st India: = 71
2nd: Philippines = 94	2nd: Australia & Philippines = 17 each
3rd: Australia = 68	3rd: New Zealand = 9
4th: New Zealand = 22	4th: Nigeria, South Africa & USA = 8 each
5th: Nigeria = 18	5th: China = 3
19 other countries	7 other countries

## Registration Appeals

The Registration Appeals Committee considers appeals from applicants who have been informed that they are not eligible to be registered as they do not meet the requirements of An Bord Altranais for registration or who are required to successfully undertake a period of adaptation and assessment as a pre-requisite to registration. The Registration Appeals Committee is comprised of 9 Members of the Board.

Overview Statistics – Appeals	2008	2009
Overall number of Appeals	68	68
Appeal against - Refused registration	33	44
Appeal against - Prescribed adaptation and assessment	13	19
Appeal against - Failed adaptation	22	5
Number of appeals meetings held	8	6
Average appeals files per meeting	9	12

In the appeals considered in 2009, 68% resulted in no change being made to the original decision. In the remaining 32% a decision was made in favour of the applicant as a result of **new information received** in support of the applicant's appeal.

## 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 An Bord Altranais 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.

- **2,714** individuals made a total of **3,193** CCPS requests in 2009.
- Of the **2,714** individuals who applied for a CCPS, **380** individuals submitted more than one request in 2009.

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 - 2008	Number of requests - 2009
Australia	4,896	1,963
Canada	282	410
United Kingdom	272	630
United States of America	88	84
New Zealand	55	61
Other countries	30	45
<b>Total</b>	<b>5,623</b>	<b>3,193</b>

- A total of 1,321 Indian educated and trained nurses/midwives made application to have a CCPS issued to another jurisdiction on their behalf. The vast majority of these requests were issued to various States/Territories in Australia with some issuing to the USA and Canada.
- A total of 909 Irish educated and trained nurses/midwives made application to issue CCPS to another jurisdiction on their behalf. The majority of these requests were issued to the United Kingdom and a smaller amount issued to various States/Territories in Australia.
- Of the 909 Irish educated and trained nurses requesting CCPS documents 257 nurses/midwives were new graduates, who registered a qualification with An Bord Altranais after 1st September, 2009.



# auditor's report

Auditor's Report and Financial Statements for the Year 2009

Published in accordance with Section 21 of the Nurses Act, 1985

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# Auditor's Certificate to An Bord Altranais

## Introduction

I have audited the financial statements on pages 36 to 42.

## Respective Responsibilities

The Board is responsible under section 21 of the Nurses Act, 1985, for the keeping of proper books of accounts and the preparation of the financial statements.

It is my responsibility, as auditor to form an independent opinion, based on my audit, on those statements and to report that opinion.

## Basis of Opinion

I conducted my audit in accordance with approved auditing standards. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. I planned and performed my audit so as to obtain all the information and explanations which I considered necessary to provide sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement.

## Opinion

In my opinion the financial statements give a true and fair view of the state of the Board's affairs at 31st December 2009 and of its income and expenditure and cashflow for the year ended on that date.

I have obtained all the information and explanations which I considered necessary for the purposes of my audit. In my opinion, proper books of accounts have been kept by the Board and the financial statements are in agreement therewith.



Anne (N) Brennan, FCPA  
Local Government Auditor  
29th November 2010.

## President's statement on the systems of internal financial control

On behalf of the Board of An Bord Altranais I acknowledge that the Board is responsible for ensuring that an appropriate system of internal financial control is maintained and operated. These systems can only provide reasonable and not absolute assurance against material error. The following key procedures have been put in place by the Board and are designed to provide effective internal financial control:

### Appropriate control environment

There are clearly defined management responsibilities and the work of the management team is overseen by the Board's sub-committees. The Board has approved documentation, which sets out the responsibilities of the President, the Board, sub committees of the Board and the Chief Executive Officer. The Chief Executive Officer is responsible for the implementation of internal controls, including internal financial controls.

### Identify business risks and evaluate financial implications

The management team is responsible for the identification and evaluation of significant risk. The Chief Executive Officer makes reports on significant changes to the Finance and General Purposes Committee and the Board. The Board prepares a three-yearly Strategic Plan, which sets out the objectives for the Board and includes objectives to address known business risks.

### Major information systems

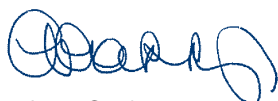
The Board approves the Annual Income and Expenditure budget. The Finance and General Purposes Committee and the Board separately consider and review key financial information on a quarterly basis including actual costs against budget for the year to date, forecast projection of the year end position and key statistical information.

### Monitoring the effectiveness of internal financial controls

An Bord Altranais has an internal audit function that is outsourced to a firm of chartered accountants. The Board has an Audit Committee which consists of members of the Board. This Committee meets at least twice a year to review reports prepared by Internal Audit and other departments. The Audit Committee reports to the Board in relation to the matters that it has considered.

The Board's monitoring and review of the effectiveness of the system of internal financial control is informed by the work of the Internal Auditor, the Audit Committee which oversees the work of the Internal Auditor, the executive managers within An Bord Altranais who have responsibility for the development and maintenance of the financial control framework and comments made by the Local Government Auditor in their management letter.

I confirm that there has been a review of the effectiveness of the systems of internal financial controls. There was no failure or weaknesses that resulted in material losses, contingencies or uncertainties in 2009, which require disclosure in the financial statements or the auditor's report on the financial statements.



Anne Carrigy  
President of An Bord Altranais.

## Code of Practice for the Governance of State Bodies

I wish to confirm that An Bord Altranais is complying with the Code of Practice for the Governance of State Bodies. In accordance with the Code of Practice I wish to confirm that:

- All appropriate procedures for financial reporting, internal audit, travel, procurement and assets' disposals are being carried out;
- A statement on the system of internal financial control is included with the financial statements in this report;
- Codes of Business Conduct for Board members and employees have been put in place and adhered to;
- Government policy on the pay of the Chief Executive Officer and all officers of the Board is being complied with;
- An Bord Altranais does not pay fees to Board members but does reimburse travel expenses in accordance with public sector guidelines;
- There are no significant post balance sheet events to report;
- The Guidelines for the Appraisal and Management of Capital Expenditure Proposals are being complied with;
- Government travel policy requirements are being complied with.
- The Board's obligations under taxation laws are being complied with.



Anne Carrigy  
President of An Bord Altranais.

## Income and Expenditure Account

For the year ended 31st December 2009

		2009	2008
		€	€
<b>Income</b>			
Annual Retention Fee		5,424,731	5,165,727
Registration Fee		392,161	544,328
Verification Fee		177,915	162,460
Nursing Careers Centre		592,000	610,000
Superannuation Contributions	Note 4	144,758	222,223
Other Income		87,488	309,478
<b>Total Income</b>		<b>6,819,053</b>	<b>7,014,216</b>
<b>Expenditure</b>			
Accommodation Costs	Schedule 1	589,817	559,638
Staff Costs	Note 5	2,862,798	3,146,263
Other Administration Costs	Schedule 2	959,108	1,077,743
Fitness to Practice		1,479,342	935,780
Library		33,702	41,208
Newsletter		264,262	270,297
Projects	Schedule 3	83,271	52,569
Nursing Careers Centre	Schedule 4	307,940	331,757
Depreciation		390,943	385,422
<b>Total Expenditure</b>		<b>6,971,183</b>	<b>6,800,677</b>
<b>Surplus / (Deficit) on Activities</b>		<b>(152,130)</b>	<b>213,539</b>

  
Anne Carrigy, President

  
Eugene Donoghue, Chief Executive Officer

The accompanying notes are an integral part of these accounts

# Balance Sheet

For the year ended 31st December 2009

		2009		2008	
		€	€	€	€
Fixed Assets	Note 1(a)		17,870,456		18,203,073
<b>Current Assets</b>					
Cash at Bank and in Hand		2,787,806		2,869,074	
Debtors and Prepayments		214,770		162,770	
Stock			3,817		8,437
			3,006,393		3,040,281
<b>Current Liabilities</b>					
Amounts falling due within one year	Note 2 (a)	(3,408,299)		(3,465,043)	
Net Current Assets / (Liabilities)			(401,906)		(424,762)
<b>Non-Current Liabilities</b>					
Amounts falling due after one year	Note 2 (b)		( 4,182,558)		(4,340,189)
			13,285,992		13,438,122
<b>Represented By</b>					
Accumulated Fund			13,438,122		13,224,583
Surplus/(Deficit) on Activities			(152,130)		213,539
			13,285,992		13,438,122

  
Anne Carrigy, President

  
Eugene Donoghue, Chief Executive Officer

The accompanying notes are an integral part of these accounts

## Cash Flow Statement

For the year ended 31st December 2009

	2009	2008
	€	€
Net Cash Inflow / (Outflow) from Ordinary Activities	134,689	824,990
<b>Investing Activities</b>		
Net proceeds from sale of property	0	-
Payments to acquire fixed assets	(58,326)	(273,581)
Net Cash (Outflow)/Inflow	76,363	551,409
Decrease / (Increase) in Cash & Equivalents	76,363	551,409

### Notes to Cash Flow Statement

#### 1. Reconciliation of Operating Surplus to Net Cash Inflow

Operating Surplus/(Deficit)	(152,130)	213,539
Depreciation Charge	390,943	385,422
(Increase) / Decrease in Stocks	4,620	5,077
(Increase) / Decrease in Debtors	(52,000)	309,203
Increase / (Decrease) in Creditors	(56,744)	(88,251)
Net Cash (Outflow) / Inflow	134,689	824,990

#### 2. Analysis of Changes in Cash and Cash Equivalents During Year

Balances at 1st January	(1,471,115)	(2,022,524)
Net Cash (Outflow) / Inflow	76,363	551,409
Balance at 31 December	(1,394,752)	(1,471,115)

#### 3. Analysis of Cash and Cash Equivalents shown in Balance Sheet

	31 Dec 2009	1 Jan 2009	Change
	€	€	€
Cash at Bank and In Hand	2,787,806	2,869,074	(81,268)
Asset Financing	(4,182,558)	(4,340,189)	157,631
	(1,394,752)	(1,471,115)	76,363

  
Anne Carrigy, President

  
Eugene Donoghue, Chief Executive Officer

The accompanying notes are an integral part of these accounts



## Accounting Policies

### 1. Accounting Convention

The financial statements have been prepared under the historical cost convention.

### 2. Fixed Assets - Depreciation

Depreciation is provided for at the rates stated below which are estimated to reduce the assets to realizable values by the end of their useful life.

Freehold Premises	Straight line over 50 years
Freehold Land	No Depreciation
Equipment and Fittings	10% Straight line
Computer Equipment	25% Straight line
Computer Software	10% Straight line
Telephone Equipment	10% Straight line

CBRE valued the Board's premises at 18/20 Carysfort Avenue at €12,000,000 exclusive of VAT and net of purchasers costs as of 31/12/07. This valuation was apportioned as follows: site with value of €4,900,000 and buildings with value of €7,100,000. In order to give a true and fair view of the value of the premises in its entirety the decision was taken to apportion VAT and the costs of acquisition between site and buildings in the same proportion.

### 3. Leased Assets

Fixed assets which are financed by way of financial leases are capitalised in accordance with Statement of Standard Accounting Practice 21. Depreciation of these assets is calculated so as to write off the cost of the assets over the period of the lease.

### 4. Stock

This consists of badges stock and is valued at cost.

### 5. Library

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

### 6. Fees Receivable

All Income / Fees receivable are accounted for as they are received.

## Notes to Financial Statements

### 1. Fixed Assets

#### (a) Total Fixed Assets

	Premises €	Equipment & Fittings €	Computer Software €	Computer Equipment €	Telephone Equipment €	Total €
Cost or Valuation						
At 1 January 2009	18,426,775	172,951	528,472	646,161	97,263	19,871,622
Additions	16,910	8,265	26,239	6,912	0	58,326
Disposals	-	-	-	-	-	-
At 31 December 2009	18,443,685	181,216	554,711	653,073	97,263	19,929,948
Accumulated Depreciation						
At 1 January 2009	668,007	48,145	324,028	572,535	55,834	1,668,549
Charge for Year	247,575	18,122	55,471	60,049	9,726	390,943
Depreciation on Disposals	-	-	-	-	-	-
At 31 December 2009	915,582	66,267	379,499	632,584	65,560	2,059,492
Net Book Value						
at 31 December 2009	17,528,103	114,949	175,212	20,489	31,703	17,870,456
Net Book Value						
at 31 December 2008	17,758,768	124,806	204,444	73,626	41,429	18,203,073

### 2. Creditors

#### (a) Amounts falling due within one year

	2009 €	2008 €
Trade Creditors and Accruals	684,258	683,906
Fees Received in Advance	2,724,041	2,781,137
	3,408,299	3,465,043
<b>(b) Amounts falling due after one year</b>		
KBC Bank Mortgage	4,182,55	4,340,189
	4,182,558	4,340,189

### 3. Bank Borrowing

KBC Bank holds a first fixed charge over 18/20 Carysfort Avenue, Blackrock, Co. Dublin. The Board financed the development of the premises in Blackrock by way of short term bank debt which was repaid from sale of 31/32 Fitzwilliam Square, and long term debt.

### 4. Superannuation Contributions

No provision has been made in respect of benefits payable under the Local Government Superannuation Scheme as the liability is underwritten by the Minister for Health and Children. 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. No charge is made to the current income and expenditure in respect of any liability for pension payments, which fall due in later years.

Permanent staff of An Bord Altranais are members of the Local Government Superannuation Scheme. Contributions are deducted from salaries at the rate of 5% in respect of Pensions and 1.5% in respect of Spouses and Orphans Scheme. Pensionable staff appointed after 6th April, 1995 are liable to pay Class A rates of PRSI and superannuation contributions of 3% of pensionable remuneration plus 3.5% of net pensionable remuneration. Superannuation Contributions include monies to be recouped from previous employers of six pensioners, relating to periods of service with these employers.

#### **5. Staff Costs**

Staff costs include €64,105 (2008 - €16,608) paid as retirement and lump sums to former staff members.

#### **6. Nursing Careers Centre**

The Department of Health and Children has assigned responsibility for the recruitment and selection of candidates for entry to nurse training to An Bord Altranais who established the Nursing Careers Centre to manage the process.

#### **7. Prompt Payment of Accounts**

An Bord Altranais is covered by the Prompt Payment of Accounts Act, 1997. The Act requires the Board to pay for goods and services by the prescribed payment date and if it fails to do so, pay an interest penalty. There is also a requirement to include details of payment practices in the Board's Annual Report. During 2009, An Bord Altranais complied in all material respects with the provisions of the Act.

#### **8. Reserves**

Accumulated Reserves 2009 amount to €13,285,992 (2008, restated €13,438,122) and represent the Accumulated Fund and the General Reserve.

## Schedules to Accounts

For the year ended 31st December 2009

Schedules	2009 €	2008 €
<b>1. Accommodation</b>		
Mortgage Interest	160,469	221,438
Cleaning	63,402	64,314
Insurance	36,207	32,637
Light and Heat	50,015	38,676
Repairs and Maintenance	279,724	202,573
Total	589,817	559,638
<b>2. Other Administration Costs</b>		
Travel and Subsistence	156,946	183,065
Telephone	43,108	38,168
Postage	217,660	231,054
Printing and Stationery	157,616	160,177
Staff Training and Recruitment	33,791	40,922
Professional Fees	151,620	253,166
Bank Interest and Charges	40,175	48,034
Computer	93,046	65,280
Miscellaneous	65,146	57,877
Total	959,108	1,077,743
<b>3. Projects</b>		
Conferences and Promotions	15,293	0
Nurse Prescribing Project	0	5,597
Education Projects	49,978	33,333
European Federation of Nursing Professions	18,000	13,639
Total	83,271	52,569
<b>4. Nursing Careers Centre</b>		
Recruitment Expenses	261,640	285,457
Local Appointments Commission	46,300	46,300
Total	307,940	331,757

# appendices

An Bord Altranais report of the year 2009

## Appendix One: An Bord Altranais Board Members

### Appointed Members 2007-2012



**Mrs. Anne Carrigy**

*DIRECTOR SERIOUS INCIDENTS MANAGEMENT TEAM  
Health Service Executive  
Dr Steeven's Hospital, Dublin 8  
FORMALLY DIRECTOR OF NURSING (JUNE 2008)  
Mater Misericordiae University Hospital Ltd., Dublin 7.*

**President**

ADMINISTRATION – GENERAL NURSING



**Mr. John Murray**

*COMMUNITY MENTAL  
HEALTH NURSE  
Brook House,  
Cork Rd, Waterford*

**Vice President**

CLINICAL PRACTICE –  
PSYCHIATRIC NURSING



**Mrs. Jacqueline  
Burke**

*NURSE TUTOR  
School of Nursing,  
Midwifery and Health  
Systems  
University College Dublin.*

TRAINING – GENERAL  
NURSING



**Mrs. Deirdre Duffy**

*PUBLIC HEALTH NURSE  
Health Centre  
Glenside Road  
Wicklow.*

CLINICAL PRACTICE –  
PUBLIC HEALTH NURSING



**Ms. Aine Enright**

*CLINICAL NURSE  
MANAGER  
Cheeverstown House Ltd.  
Dublin 6W.*

CLINICAL PRACTICE –  
INTELLECTUAL DISABILITY  
NURSING



**Ms. Louise  
Gallagher**

*MIDWIFERY TUTOR  
School of Nursing &  
Midwifery  
Trinity College  
Dublin 2.*

TRAINING – MIDWIFERY



**Ms. Marie Gilligan**

*HEAD OF CLIENT SERVICES  
Sisters of La Sagesse  
Services  
Cregg House  
Sligo.*

ADMINISTRATION –  
INTELLECTUAL DISABILITY  
NURSING



**Ms. Mary Godfrey**

*NURSE TUTOR  
Director, Centre for Children's  
Nursing Education  
Our Lady's Children's  
Hospital  
Crumlin, Dublin 12.*

TRAINING – PAEDIATRIC  
NURSING



**Ms. Mary  
Kenneally**

*STAFF NURSE  
Lakeview Psychiatric Unit  
Naas Hospital  
Co. Kildare*

CLINICAL PRACTICE –  
PSYCHIATRIC NURSING



**Ms. Maureen  
Kington**

*CLINICAL PRACTICE  
DEVELOPMENT  
Co-ordinator  
National Maternity Hospital  
Holles Street, Dunlin 2.*

CLINICAL PRACTICE –  
MIDWIFERY



**Ms. Cathryn Lee**

*CLINICAL NURSE  
MANAGER  
University College Hospital  
Galway.*

CLINICAL PRACTICE –  
GENERAL NURSING



**Mr. Gerard  
Maguire**

*NURSE TUTOR  
School of Nursing &  
Midwifery  
Trinity College  
Dublin 2.*

TRAINING – PSYCHIATRIC NURSING



**Mr. John McCardle**

*ASSISTANT DIRECTOR OF  
NURSING  
Donegal Mental Health  
Service,  
Tirconnail House,  
St. Conal's Hospital,  
Letterkenny, Co. Donegal*

ADMINISTRATION – PSYCHIATRIC NURSING



**Ms. Orla O'Reilly**

*NURSE TUTOR  
School of Nursing  
Dublin City University  
Dublin 9.*

TRAINING – INTELLECTUAL  
DISABILITY NURSING

**Ms. Virginia Pye**

*DIRECTOR OF PUBLIC  
HEALTH NURSING  
Health Centre  
Longford Road  
Mullingar, Co. Westmeath*

ADMINISTRATION – PUBLIC  
HEALTH NURSING

**Ms. Siobhan Quirke**

*STAFF NURSE  
St. Finbarr's Hospital  
Douglas  
Cork*

CLINICAL PRACTICE –  
GENERAL NURSING

**Ms. Pauline Treanor**

*DIRECTOR OF MIDWIFERY  
Rotunda Hospital  
Dublin 1.*

ADMINISTRATION –  
MIDWIFERY

**Dr. Robert Burns**

*CONSULTANT  
PSYCHIATRIST  
St. Stephen's Hospital  
Glanmire, Cork.*

REGISTERED MEDICAL  
PRACTITIONER –  
PSYCHIATRIC NURSE  
TRAINING HOSPITAL

**Mr. Richard Dooley**

*NETWORK MANAGER  
South Eastern Hospital  
Group  
Health Service Executive  
Lacken, Dublin Road,  
Kilkenny*

HEALTH SERVICE EXECUTIVE MANAGEMENT  
REPRESENTATIVE

**Mr. Tim Kennelly**

*CHIEF EXECUTIVE OFFICER  
St. John's Hospital  
St. John's Square  
Limerick.*

NON-HEALTH BOARD  
HOSPITAL  
REPRESENTATIVE

**Ms. Eimear McAuliffe**

*ASSISTANT DIRECTOR OF  
PUBLIC HEALTH NURSING  
Health Service Executive  
Dublin Mid-Leinster Local  
Health Office  
Tivoli Road, Dun Laoghaire, Co.  
Dublin*

REPRESENTATIVE FROM THE FIELD OF EDUCATION

**Ms. Áine McHugh**

*NURSE TUTOR  
School of Nursing,  
Midwifery and Health  
Systems  
University College Dublin*

REPRESENTATIVE OF THIRD  
LEVEL EDUCATION ESTABLISHMENTS INVOLVED  
IN THE EDUCATION AND TRAINING OF NURSES

**Dr. Peter McKenna**

*CONSULTANT  
OBSTETRICIAN/  
GYNAECOLOGIST  
Rotunda Hospital  
Dublin 1.*

REGISTERED MEDICAL  
PRACTITIONER –  
MIDWIFERY TRAINING HOSPITAL

**Ms. Cathriona Molloy**

*PATIENT FOCUS  
Unit 1A, Sky Business Centre  
Plato Business Park  
Damastown Industrial Estate,  
Dublin 15.*

GENERAL PUBLIC INTEREST  
REPRESENTATIVE

**Mr. Tony Morris**

*PRINCIPAL OFFICER  
Nursing Policy Division  
Department of Health and  
Children  
Dublin 2.*

DEPARTMENT OF HEALTH  
AND CHILDREN  
REPRESENTATIVE

**Ms. Jacinta Mulhere**

*CLINICAL NURSE  
SPECIALIST  
Intellectual Disability  
Services  
Peamount Hospital  
Newcastle, Co. Dublin*

APPOINTED NURSE

**Ms. Ann Sheehan**

*General Public Interest  
Representative*

GENERAL PUBLIC INTEREST  
REPRESENTATIVE

**Ms. Sheila Sugrue**

*NURSING ADVISOR  
Nursing Policy Division  
Department of Health and  
Children, Dublin 2.*

DEPARTMENT OF HEALTH  
AND CHILDREN  
REPRESENTATIVE

**Awaiting Appointment**

REGISTERED MEDICAL PRACTITIONER

REGISTERED MEDICAL PRACTITIONER -  
GENERAL TRAINING HOSPITAL

## Board Meeting Attendance 2009

Board Member	11/2	12/2	26/3	22/4	23/4	18/5	10/6	11/6	16/9	17/9	19/10	18/11	19/11	15/12	Total (14)
Anne Carrigy	•		•		•		•		•	•	•		•		8
Aine Enright		•	•	•	•					•		•	•		7
Orla O'Reilly	•	•	•			•	•		•			•	•		8
Tony Morris			•							•					2
Sheila Sugrue	•		•	•	•	•	•	•	•	•		•	•	•	12
Pauline Treanor			•	•			•	•	•	•				•	7
Maureen Kington	•	•	•			•		•	•	•	•	•	•		10
Bobby Burns											•	•			2
Cathryn Lee			•				•	•			•	•	•	•	7
Tim Kennelly	•		•	•	•		•		•	•	•	•	•		10
Deirdre Duffy	•	•	•	•	•	•	•	•	•	•	•	•	•		13
John Murray	•	•	•	•	•	•	•	•	•	•	•	•	•	•	14
Mary Kenneally				•		•	•		•	•		•	•		7
Jacinta Mulhere		•			•	•		•				•	•	•	7
Caitriona Molloy	•	•		•	•	•	•	•	•	•	•	•	•	•	13
Siobhan Quirke	•	•	•			•	•	•	•	•	•	•	•	•	12
Eimear McAuliffe	•	•	•			•	•	•	•	•	•	•		•	11
Mary Godfrey	•	•	•			•	•	•	•	•	•	•	•	•	12
John McCardle	•	•	•	•	•	•	•	•	•	•		•	•		12
Gerard Maguire	•	•	•	•			•	•	•	•	•	•		•	11
Richard Dooley															0
Jacqueline Burke	•	•	•	•			•		•	•		•		•	9
Áine McHugh*	•	•									•				3
Marie Gilligan	•		•	•	•		•	•	•	•		•	•		10
Virginia Pye		•	•	•	•		•	•	•	•			•	•	10
Louise Gallagher	•	•	•			•	•	•	•						7
Peter McKenna															0
Ann Sheehan	•	•	•	•	•	•	•	•	•		•	•	•	•	13

\*Ms. Áine McHugh was absent from the Board activities as she was on maternity leave from February to October 2009.



## Appendix Two: Board Committees

### Registration Appeals Committee

#### Terms of Reference:

- To consider Appeals from applicants to the Register who have been informed that they are not eligible to be registered as they do not meet with the requirements of the Board for registration under the Nurses Rules, 2007;
- To determine outcomes of appeals in accordance with Board policy.

#### Committee Members

Anne Carrigy - Chairperson

John Murray

Pauline Treanor

Maureen Kington

Áine McHugh

Siobhan Quirke

Eimear McAuliffe

Mary Godfrey – co-opted in April 2009

Caitriona Molloy – co-opted in April 2009

#### Board Members Attendances 2009

Board Member	2nd Feb	6th Apr	3rd June	22nd July	30th Sept	7th Dec	Total No. of Meetings
Anne Carrigy		•				•	2
John Murray	•	•	•		•	•	5
Pauline Treanor	•		•			•	3
Maureen Kington	•		•	•	•	•	5
Siobhan Quirke	•		•	•	•	•	5
Eimear McAuliffe	•	•	•		•	•	5
Áine McHugh*	•			•			2
Mary Godfrey		•	•	•		•	4
Caitriona Molloy		•			•		2

\*Ms. Áine McHugh was absent from the Board activities as she was on maternity leave from February to October 2009.

### Audit Committee

#### Terms of Reference:

##### 1. Establishment

- 1.1. The Board of An Bord Altranais shall establish a standing Committee to be known as the Audit Committee, in accordance with the terms of Section 13 (1) of the Nurses Act, 1985.

- 1.2. The Board shall review the constitution and terms of reference of the Committee periodically, as appropriate.
- 1.3. The Committee shall meet at least twice a year.
2. Membership
  - 2.1. Members of the Committee shall be members of the Board.
  - 2.2. The Committee shall consist of a minimum of 6 members, one of whom shall be the President of the Board or in the Presidents absence the Vice-President. The quorum for meetings shall be 3.
  - 2.3. The Board shall appoint a member of the Board, other than the President and Vice-President, to act as Chairperson of the Committee.
  - 2.4. In matters of accountability the Chief Executive Officer shall attend meetings of the Committee.
  - 2.5. Membership of the Committee shall be included in the annual report.
3. Scope and Definition of Activities
  - 3.1. The Committee shall ensure that effective systems, financial controls and procedures are in place and operating, to enable An Bord Altranais operate in an orderly, efficient and value--for-money manner.
  - 3.2. The Committee shall have:
    - Authority and the resources to investigate any matters within its terms of reference;
    - Full access to information; and
    - Authority to obtain external professional advice and to invite relevant experts to attend meetings if necessary.
4. External and Internal Audit
  - 4.1. The external auditor and the internal auditor shall be invited to attend meetings of the Committee at least once a year, without staff of the Board present, to discuss the annual audit of the Board's financial accounts and internal audit matters.
  - 4.2. The Committee shall ensure that there is an appropriate internal audit function, as specified under the Board's formal Charter for Internal Audit, to ensure that An Bord Altranais is fully compliant with all internal audit requirements under the Code of Practice for the Governance of State Bodies.
  - 4.3. The Committee shall periodically consult with the external auditor regarding the operation, resourcing and work programme of the internal audit function.
  - 4.4. The internal auditor shall report directly to the Committee and shall also have access to the President of An Bord Altranais and the Chairperson of the Committee.
  - 4.5. The Committee shall ensure that the independence of the internal and external audit functions is maintained.
  - 4.6. The internal auditor shall act on behalf of the Board in carrying out internal audits and no operational area or level within the organisation shall be precluded from internal audit review.
5. Reporting to the Board
  - 5.1. The Committee shall report and make recommendations to the Board on:
    - External audit reports and requirements;
    - Internal audit reports and requirements;
6. Confidentiality
  - 6.1 A Committee member shall not, without the consent of the Board, disclose confidential information obtained by him/her, or as a result of having performed, duties as a member of the Committee.

### Committee Members

Tim Kennelly - Chairperson

Anne Carrigy

Ann Sheehan

Richard Dooley

John McCardle

Marie Gilligan – resigned in April 2009

Virginia Pye – co-opted in April 2009

### Board Members Attendances 2009

Board Member	26th January	6th April	31st August	Total No. of Meetings
Tim Kennelly	•	•	•	3
Anne Carrigy	•	•	•	3
John McCardle			•	1
Richard Dooley			•	1
Ann Sheehan	•	•	•	3
Marie Gilligan			N/A	0
Virginia Pye	N/A	N/A	•	1

## Education and Training Committee

### Terms of Reference

- Establish the professional requirements and standards for nurse and midwifery education programmes including programmes leading to Registration;
- Provide an approval process to determine that third level institutions and health care institutions meet the requirements and standards for the provision of programmes leading to Registration;
- Monitor and evaluate standards in practice for the education and training of nurses and midwives;
- Satisfy itself as to the suitability of an institution to provide nursing and midwifery education approved by the Board;
- Satisfy itself as to the standards of theoretical and practical knowledge required for Registration with the Board;
- Ensure that the requirements relating to education and training of nurses and midwives for Registration satisfy the minimum standards specified in any Directive or Regulation adopted or made by the Council of European Communities which relates to qualifications required by nurses and midwives to secure Registration;
- Satisfy itself as to the adequacy and suitability of post registration courses for nurses and midwives provided by bodies recognised by the Board for that purpose;
- Engage in research into the education and training of nurses and midwives, including the formulation of experimental curricula and the evaluation of existing programmes;
- Maintain statistical records related to attrition from programmes and collate and present such records

for the purposes of manpower planning to the Department of Health and Children;

- Ensure through education and training that protection of the public is set in standards which ensure public confidence in nurses and midwives;
- Monitor on-going changes in service delivery and assess the impact of such change on pre-registration education syllabi and the assessment of competencies to enter the Register of Nurses;
- Provide guidance to the profession in relation to educational issues;
- Support the continuing professional development of nursing and midwifery through publications, seminars and conferences;
- Provide a quality assurance mechanism in partnership with service providers and education providers;

#### Membership of the Education and Training Committee:

- The committee shall be set up on the commencement of a Board's term of office for the duration of the Board;
- The number of members of the Committee shall not exceed 17 including the President and the Vice-President;
- Membership shall include at least 11 members of An Bord Altranais and no more than 5 places will be reserved for representatives of the third-level colleges 4 of whom should directly be involved in offering pre-registration nursing and/or midwifery programmes. The other position would be reserved for the representative of 'third level educational establishments' or 'a person who is experienced in the field of education' appointed by the Minister for Health and Children to An Bord Altranais;
- The 3 members to be appointed from the third-level colleges' constituency will comprise representation of the Universities and the Institutes of Technology involved in pre-registration education on a pro-rata basis of students within the particular educational sector;
- Membership of the colleges' constituency will be invited through the representative bodies of the Heads of the Colleges decided by the representative bodies;
- Membership from An Bord Altranais representing each of the divisions of the Register of Nurses includes 3 representatives each of education, management and practice;
- 1 member appointed to represent the Directors of Centres for Nurse/Midwife Education;
- 1 member appointed to represent the Directors of Nursing and Midwifery Planning and Development Units;
- The quorum for the Committee shall be 5;
- The committee shall meet at least four times a year.

#### Committee Members

##### BOARD MEMBER APPOINTMENTS:

Anne Carrigy - Chairperson

Louise Gallagher

John Murray

Áine McHugh

Marie Gilligan

Jacqueline Burke

Mary Godfrey

##### EXTERNAL APPOINTMENTS:

Pauline Coughlan

Teresa Lee

Mary Wynne

Maura Pidgeon

Mary Kenneally  
 Aine Enright  
 Virginia Pye  
 Sheila Sugrue  
 Gerard Maguire

#### Board Members Attendances 2009

Board Member	Jan 2009	Mar 2009	May 2009	July 2009	Sept 2009	Oct 2009	Total No. of Meetings 6
Anne Carrigy	•			•	•	•	4
Aine Enright	•	•				•	3
Sheila Sugrue		•		•		•	3
John Murray	•	•	•	•	•	•	6
Mary Kenneally							0
Mary Godfrey	•		•	•	•	•	5
Gerard Maguire	•		•		•	•	4
Jacqueline Burke	•	•	•	•			4
Áine McHugh*	•						1
Marie Gilligan	•	•	•		•		4
Virginia Pye		•		•	•	•	4
Louise Gallagher	•	•	•	•		•	5

\*Ms. Áine McHugh was absent from the Board activities as she was on maternity leave from February to October 2009.

## Ethics Committee

### Terms of Reference

- To regularly review An Bord Altranais guidelines taking cognisance of ethical principles and to further develop these guidelines if necessary to ensure high professional standards;
- To provide guidance to the profession relating to ethical conduct and behaviour;
- To provide a forum and guidance to An Bord Altranais, to the profession and to those who require it, in relation to ethical conduct, practice and research;
- To develop a position statement for consideration by the Board in respect of ethical issues, as the need arises, that affect the public, the profession and the Board, encompassing professional dilemmas and bioethical issues.

### Membership of the Ethics Committees:

- The Ethics Committee shall be a separate committee of the Board;
- Membership of the Ethics Committee shall not exceed eleven and shall be determined by the Board at its first meeting;
- Two expert members to be appointed;

- The Ethics committee shall include representation of the public interest;
- The quorum for the Ethics Committee shall be 7.

#### Committee Members

##### BOARD MEMBER APPOINTMENTS:

Anne Carrigy – Chairperson  
 Tony Morris  
 Jacinta Mulhere  
 Mary Godfrey  
 Aine Enright  
 Gerard Maguire  
 Jacqueline Burke  
 Peter McKenna

##### EXTERNAL APPOINTMENTS:

Alan Kearns  
 Catherine O’Neill  
 Paul Murray

#### Board Members Attendances 2009

Board Member	23rd Jan	21st May	9th July	3rd Sept	7th Dec	Total Meetings (5)
Aine Enright						0
Mary Godfrey	•	•	•	•	•	5
Jacqueline Burke	•	•	•	•	•	5
Gerard Maguire	•	•				2
Peter McKenna		•	•	•	•	4
Anne Carrigy			•	•	•	3
Tony Morris						0
Jacinta Mulhere		•	•		•	3

## Finance and General Purposes Committee

#### Terms of Reference

- Recommend to the Board the remuneration and conditions for the post of Chief Executive Officer;
- Authorise variations in the Annual Budget where overall budget provision is exceeded;
- Monitor income and expenditure and furnish a progress report to each meeting of the Board;
- Submit draft Annual Report and Accounts for consideration by the Board with a view to publication;
- Make recommendations to the Board in relation to borrowings or overdraft requirements;
- Make recommendations to the Board in relation to the scale of fees to be charged under Section 25 of the Act;
- Oversee the application of the Freedom of Information legislation in An Bord Altranais;
- Oversee the operation of the Nursing Careers Centre;
- Make decisions in respect of other financial matters which the Chief Executive Officer presents to it;
- Approve major capital expenditure.

### Committee Members

Anne Carrigy  
 Aine Enright  
 Tony Morris  
 Tim Kennelly  
 John Murray  
 John McCardle  
 Siobhan Quirke  
 Cathryn Lee  
 Richard Dooley  
 Gerard Maguire  
 Jacqueline Burke  
 Ann Sheehan

### Board Members Attendances 2009

Board Member	26th Jan	6th April	31st Aug	19th Oct	Total Meetings (4)
Anne Carrigy	•	•	•	•	4
Aine Enright		•	•		2
Tony Morris	•				1
Tim Kennelly	•	•	•	•	4
John Murray	•	•	•	•	4
John McCardle			•		1
Siobhan Quirke	•			•	2
Cathryn Lee	•		•	•	3
Richard Dooley			•		1
Gerard Maguire	•	•	•	•	4
Jacqueline Burke	•				1
Ann Sheehan	•	•	•	•	4

### Midwifery Committee

#### Terms of Reference

- Provide advice and recommendations to the Education and Training Committee and to the Board with regard to issues concerning the education of midwives;
- Consider any issues pertaining to the registration of midwives and scope of professional midwifery practice that are brought to the attention of the committee for consideration and which may require the Board to issue guidance to the profession;
- Review and revise, on a three-five yearly basis, all An Bord Altranais publications pertaining to midwives and midwifery practice.

**Membership of the Midwifery Committee:**

- The committee shall be set up on the commencement of a Board's term of office for the duration of that term of office;
- The membership of the committee shall include the following:
  1. The President of the Board.
  2. The elected member of the Board representing midwives engaged in the administration of midwifery.
  3. The elected member of the Board representing midwives engaged in midwifery education.
  4. The elected member of the Board representing midwives engaged in clinical practice in midwifery.
  5. One appointed member of the Board representative of the interest of the general public.
  6. The Midwifery Advisor in the Department of Health and Children.\*
  7. A midwife representative of third level educational institutions engaged in the education of midwives.\*
  8. A midwife engaged in independent domiciliary midwifery practice.\* (As recommended by the Report of the Commission on Nursing).
- The chairperson of the committee shall be the President of the Board;
- The quorum for meetings of the committee shall be 4.

\* As provided for in Section 13 (3) of the Nurses Act, 1985.

**Committee Members****BOARD MEMBER APPOINTMENTS:**

Anne Carrigy – Chairperson  
 Caitriona Molloy  
 Louise Gallagher  
 Pauline Treanor  
 Maureen Kington  
 Sheila Sugrue

**EXTERNAL APPOINTMENTS:**

Elke Hasner  
 Declan Devane

**Board Members Attendances at Committee Meetings**

Board Member	2nd February	22nd October	Total meetings (2)
Anne Carrigy		•	1
Caitriona Molloy		•	1
Maureen Kington	•	•	2
Pauline Treanor	•		1
Louise Gallagher	•	•	2
Sheila Sugrue	•	•	2



## Fitness to Practise Committee

### Terms of Reference

- The Fitness to Practise Committee is formed under Section 13(2) of the Nurses Act, 1985, to carry out the functions of the Board under Part V (Fitness to Practise) of the Act in relation to fitness to practise of nurses.

### Committee Members

Pauline Treanor	Caitriona Molloy
Maureen Kington	Siobhan Quirke
Orla O' Reilly	Eimear McAuliffe
Bobby Burns	Mary Godfrey
Cathryn Lee	John McCardle
Deirdre Duffy	Jacqueline Burke
John Murray	Áine McHugh
Mary Kenneally	Marie Gilligan
Jacinta Mulhere	Ann Sheehan

### Committee Members Attendances 2009

Board Member	4th Feb	25th Mar	29th Apr	3rd Jun	22nd July	9th Sept	28th Oct	7th Dec	Total No. of Meetings 8
Pauline Treanor	•	•		•			•	•	5
Maureen Kington	•	•		•	•	•		•	6
Orla O' Reilly		•					•	•	3
Bobby Burns	•	•	•		•		•		5
Cathryn Lee		•	•		•		•	•	5
Deirdre Duffy	•		•	•		•	•		5
John Murray	•	•	•	•		•	•	•	7
Mary Kenneally		•	•						2
Jacinta Mulhere		•			•			•	3
Caitriona Molloy			•			•	•	•	4
Siobhan Quirke	•	•	•	•	•		•	•	7
Eimear McAuliffe	•	•	•	•		•	•	•	7
Mary Godfrey	•	•	•	•	•		•	•	7
John McCardle	•	•		•		•			4
Jacqueline Burke	•	•			•	•	•		5
Áine McHugh*		•			•				2
Marie Gilligan	•	•		•	•	•		•	6
Ann Sheehan	•	•	•	•	•	•	•	•	8

\*Ms. Áine McHugh was absent from the Board activities as she was on maternity leave from February to October 2009.

## Board Expenses for 2009

These figures include Board members attendances at Board meetings, Committee meetings, Fitness to Practise Inquiries and educational site visits as well as attendances at conferences and workshops where they have represented An Bord Altranais.

### Board Expenses for 2009

Board Member	Expenses	Travel	Hotel Accommodation	Total
Aine Enright	510.77		134.00	644.77
Ann Sheehan	13,910.41		3,750.00	17,660.41
Anne Carrigy	4,563.48	2,515.03	358.01	7,436.52
Cathriona Molloy	6,474.14		125.00	6,599.14
Cathryn Lee	1,866.93		1,125.00	2,991.93
Peter McKenna	35.26			35.26
Deirdre Duffy	207.06			207.06
Eimear McAuliffe	1,102.52			1,102.52
Gerard Maguire	5,696.66		125.00	5,821.66
Jacinta Mulhere	619.58		252.00	871.58
John McCardle	6,151.90		1,250.00	7,401.90
John Murray	9,012.61		3,614.00	12,626.61
Louise Gallagher	964.39		139.00	1,103.39
Marie Gilligan	6,613.78		125.00	6,738.78
Mary Godfrey	2,677.77		179.00	2,856.77
Mary Kenneally	1,137.97			1,137.97
Maureen Kington	2,029.15		139.00	2,168.15
Orla O'Reilly	1,925.09		87.00	2,012.09
Pauline Treanor	1,133.92			1,133.92
Sheila Sugrue	206.31			206.31
Siobhan Quirke	6,784.04		978.00	7,762.04
Tim Kennelly	3,279.67		750.00	4,029.67
Virginia Pye	2,205.54		618.00	2,823.54
Áine McHugh	4,153.70			4,153.70
Bobby Burns			125.00	125.00
<b>Total</b>	<b>83,262.65</b>	<b>2,515.03</b>	<b>13,873.01</b>	<b>99,650.69</b>

## Appendix Three: Board Representation on External Committees

Board of Faculty of Nursing and Midwifery, RCSI

Representative: Anne-Marie Ryan

Crisis Pregnancy Agency Consultative Committee

Representative: Ursula Byrne

National Council for the Professional Development of Nursing and Midwifery

Representatives: Anne Carrigy

Nursing & Midwifery Research Committee

Representative: Anne-Marie Ryan

Conjoint NIG EWTD + Nursing + Midwifery Expert Group

Representative: Anne-Marie Ryan

FEPI President

Anne Carrigy

FEPI Working Group in Nursing Education Training and Competences

Representative and Chair: Anne-Marie Ryan

Accreditation Committee, Pre Hospital Emergency Care Council

Representative: Ursula Byrne

Advisory Group for the Dementia Services Information and Development Centre

Representative: Thomas Kearns

Department of Health and Children Practice Development Steering Committee

Representative: Anne-Marie Ryan

HSE – Resource & Implementation Group on Nurse and Midwife Prescribing

Representative: Anne-Marie Ryan

Conjoint European Working Time Directive Group

Representative: Anne-Marie Ryan

Medical Council

Representative: Anne Carrigy

Forum for Healthcare Regulators

Representative: Eugene Donoghue

Health Service Executive Working Group on the Management of Violence and Aggression in the Workplace

Representative: Thomas Kearns

Health Information & Quality Authority - National Quality Standards Group

(Standards for Services for people with disabilities)

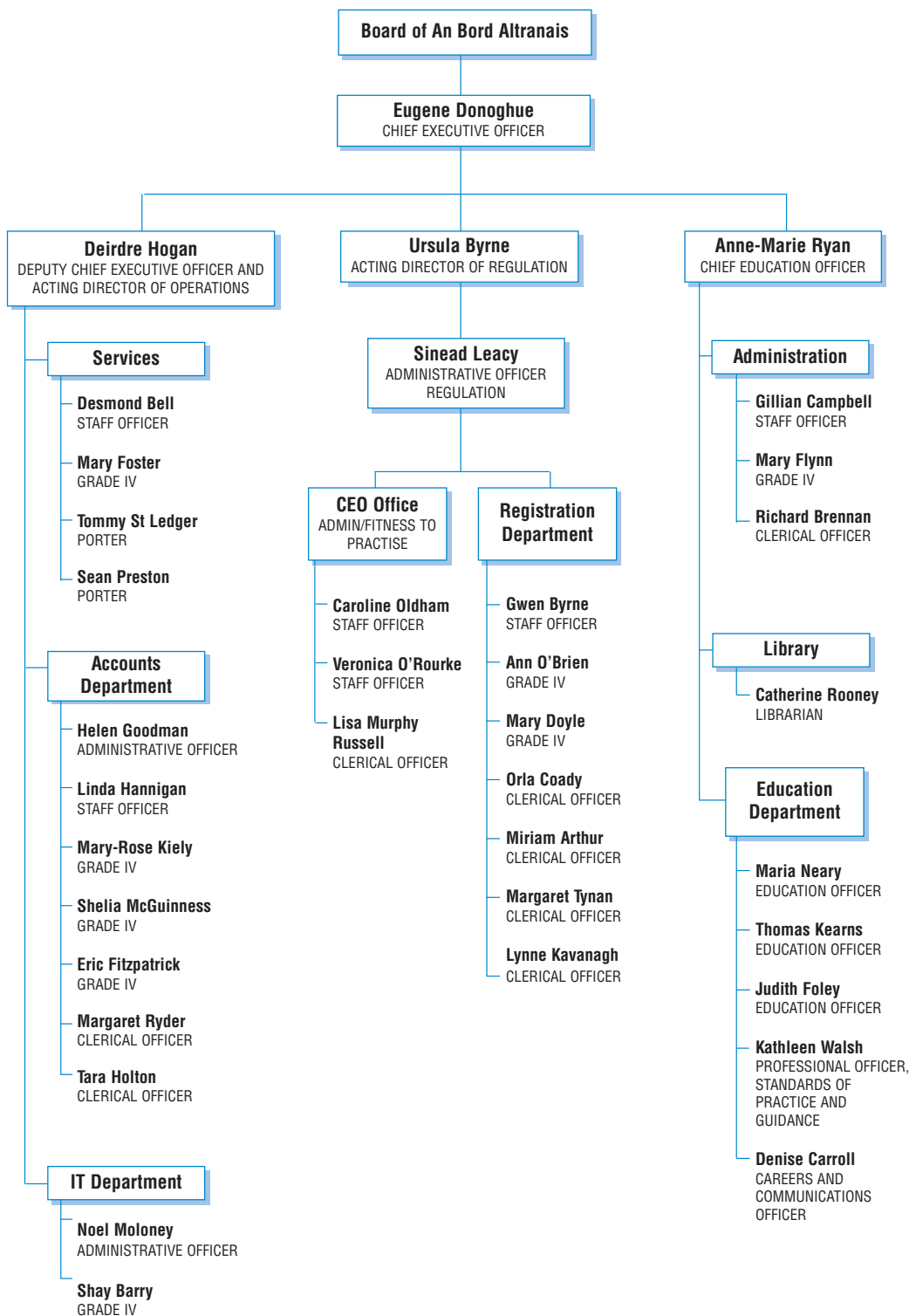
Representatives: Aine Enright and Orla O'Reilly

National Health Consultative Forum 2009

Representative: Anne Carrigy and Eugene Donoghue

# Appendix Four: An Bord Altranais Organisation Chart

As at 31st December, 2009



## Appendix Five: Higher Education Institutions and Associated Healthcare Institutions

### Higher Education Institutions Approved for Pre-Registration Honours Degree Programmes at 31st December 2009

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 2009

#### 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









An Bord Altranais

An Bord Altranais, 18/20 Carysfort Avenue, Blackrock, County Dublin. Telephone: 353 1 639 8500. Fax: 353 1 639 8595.  
Web: [nursingboard.ie](http://nursingboard.ie)