



An Bord Altranais

ANNUAL REPORT 2007

An Bord Altranais Report of the Year 2007

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Presidential Review

In keeping with recent years, 2007 was a time of change for An Bord Altranais. The Board, appointed in 2002, completed its term of office. This was a time of substantial achievement, as can be testified by the publication, *Review of Activities 2002 – 2007*.

I have reported previously that the increase in activity across all sections of An Bord Altranais necessitated the Board's decision to move to larger accommodation. I am pleased to report that the Board completed the move and fit out of its operations to its new offices at 18/20 Carysfort Avenue, Blackrock, Co. Dublin, on schedule and within budget. This was a major achievement and it positions An Bord Altranais to manage our statutory duties in an efficient manner, as well as taking on future challenges. I was pleased to welcome Mary Harney T.D., Minister for Health and Children, on the 25th October to open the new offices.

In November 2007, the Department of Health and Children published the draft *Heads of proposed Nurses and Midwives Bill*, which will replace the *Nurses Act, 1985*. The stated objective of the new legislation is 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. On behalf of the Board, I welcomed the publication of the Heads of Bill and fully endorsed the objectives of the proposed new legislation. The Board considered the proposals and will make a detailed submission to the Minister in early 2008. The proposed legislation will drastically alter the constitution of the Board by providing that non-nurses have a majority membership of the Board. The legislation is proposing significant changes to the way the Register is maintained and to Fitness to Practise procedures, as well as changes in the role of An Bord Altranais in the education and training of nurses. I look forward to working with the Minister and her officials in developing the proposals.

On 1st May, the Minister signed into law provisions authorising nurse prescribing. This was the culmination of a project established in 2001 and jointly funded by An Bord Altranais and the National Council for the Professional Development of Nursing and Midwifery. This is a major milestone for the development of nursing and midwifery in Ireland and one of which the Board is justifiably proud. An Bord Altranais has also agreed changes to its Rules and to the *Requirements and Standards for Education Programmes for Prescriptive Authority* to facilitate this initiative.

The process to register the first nurse prescribers has now been introduced and guidance for clinical governance, incorporating a decision making framework and collaborative practise agreements, has been rolled out. During 2007, An Bord Altranais also launched an e-learning programme and a revised guidance to nurses and midwives regarding medication management.

In 2007, the Education Department of An Bord Altranais 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 2007 more than 8,600 people applied for the various nursing programmes, including just under 2,000 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 2007, An Bord Altranais received 4,617 individual applications to register, compared with 6,916 applications in 2006. The number of applications from non-EU applicants dropped from 4,402 in 2006 to 1,577 in 2007. Even with this reduction, An Bord Altranais still processed just over 3,000 applications from outside of Ireland in 2007. The number of nurses on the Board's active register now stands at 67,245.

An Bord Altranais continues to process increasing numbers of Fitness to Practise applications. In 2007, the Board received 71 new applications and carried over a further 15 applications from 2006. Of these, 48 cases were dealt with and 38 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.

It is with great sadness that I report the death of Mr. Seamus Hoye, who was a long standing member of the Board; may he rest in peace. Seamus was the Vice-chairperson of the Board's Fitness to Practise Committee and a member of the Board's Finance and General Purposes Committee. I very much valued his contribution to the Board.

I want to acknowledge our continuing close working relationship with the Department of Health

Presidential Statement continued

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, the Health Service Executive, voluntary hospitals, nurse and midwifery planning development units and the higher education institutions. My final thanks go to Mr. Eugene Donoghue, the Chief Executive Officer of An Bord Altranais and his staff for their work in administering the affairs of the organisation with great professional competency.

In conclusion, I would like to thank the outgoing members of the Board for their commitment during the course of their term of office. I also warmly welcome the incoming Board and I look forward to working with them in the future. I am deeply honoured that the incoming Board elected me as their President and I undertake to continue my commitment to this important role.



Anne Carrigy
President of An Bord Altranais

EDUCATION AND TRAINING

An Bord Altranais Report of the Year 2007



An Bord Altranais

Education and Training

Recognising the worth of nursing and midwifery education

The general concern of An Bord Altranais is the promotion of high standards of professional education, training and practice and professional conduct among nurses and midwives, thus ensuring the protection of the public. Since the introduction of the registration/degree programme of professional preparation 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, An Bord Altranais continues 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 issues of quality in education, actual practice of nurses and midwives and the need for practice to be grounded in appropriate current evidence.

The education and training of nurses and midwives has undergone a period of radical change since the *Report of the Commission on Nursing* was published in 1998. This period of radical change has also been influenced by significant national and international developments in higher and further education. Developing and enhancing a culture of educational excellence, lifelong learning and procedures to implement access, transfer and progression are key features of recent legislative instruments in the education sector internationally. An Bord Altranais developed and approved *Requirements and Standards for Education Programmes for Nurses and Midwives with Prescriptive Authority* in 2007 to meet this expansion of practice by nurses and midwives.

The National Qualifications Authority of Ireland (NQAI) was established in 2001 under the *Qualifications (Education and Training), Act 1999* as "a framework for the development, recognition and award of qualifications in the State, based on standards of knowledge, skill or competence to be acquired by learners". The framework embodies a vision for learning which recognises all learning activity undertaken throughout life, with the aim of improving knowledge, skills and competencies within a personal, civic, social and /or employment related perspective.

The two principal tasks of NQAI are to:

- Establish and maintain a national framework of qualifications
- Promote and facilitate access, transfer and progression.

NQAI has defined the national framework of qualifications to be "the single, nationally and internationally accepted entity, through which all learning achievements may be measured and related to each other in a coherent way and which defines the relationship between all education and training awards".

The pre-registration degree programmes in nursing/midwifery were placed at Level 8 (honours bachelor degree) on the NQAI framework of qualifications in April 2006. The An Bord Altranais domains of competence were the basis of this placing exercise that was undertaken between An Bord Altranais, the Higher Education and Training Awards Council (HETAC) and NQAI.

In keeping with its responsibility for protecting the public through the promotion of high standards of professional education, training, practice and professional conduct among nurses and midwives, An Bord Altranais continues its commitment to the effectiveness and efficiency of its approval processes. The Board is charged with establishing the professional standards and credentialing of education for pre-registration and post-registration nurse and midwifery education. 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 2007, with the introduction of an eighteen-month post-registration midwifery programme and a revised public health nurse programme.

An Bord Altranais operationalises this process through the *Nurses Rules* (2007) made under the

Education and Training continued

Nurses Act, 1985, setting standards to be adhered to in the education and training of nurses and midwives and in their continuing education as registrants. The rules provide for the approval of higher education institutions and of hospitals and health care institutions in providing education and 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 health care institutions and linked third-level institutions Under Section 34 of the Nurses Act, 1985, An Bord Altranais is required to satisfy itself as to the adequacy and suitability of any hospital or institution approved by the Board for nurse education and training at least once every five years.

On-site visits to higher education institutions and health care 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 2007, site visits were conducted at Letterkenny Institute of Technology and associated health care agencies; and University College Dublin and associated health care agencies.

Post-registration courses An Bord Altranais 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 training/education, seminars, study days, conferences and refresher courses considered by the Chief Education Officer to contribute to the practice, education and management of nursing and midwifery. In 2007, An Bord Altranais approved 281 post-registration Category I courses.

Post-registration Category II courses Post-registration Category II courses are specialist courses and exclude those which lead to registration. These courses are reviewed by the Education and Training Committee and approval is granted if programmes satisfy their criteria.

The following post-registration Category II courses were approved in 2007:

Dundalk Institute of Technology

Higher Diploma in Science: Intellectual Disability Nursing – Older Person

Letterkenny Institute of Technology

Higher Diploma in Science Accident & Emergency Nursing

National University of Ireland, Galway

Postgraduate Diploma in Nursing Gerontological Nursing
Intensive Care Nursing
Mental Health, Community and Inpatient Care
Neonatology
Orthopaedic Nursing Studies
Palliative Care

Master of Health Sciences Advanced Practice – Nursing/Midwifery
Midwifery
Nursing
Specialist Nursing

Education and Training

Royal College of Surgeons in Ireland

Bachelor of Science	Nursing Nursing Management
Master of Science	Nursing

University College Cork

Postgraduate Diploma	Palliative Care
MSc in Nursing (Taught)	Clinical Practice Pathway

University College Dublin

Graduate Diploma	Cancer Nursing Critical Care Nursing Diabetes Nursing Emergency Nursing Gastrointestinal Nursing Gerontological Nursing Paediatric Critical Care Paediatric Emergency Nursing Palliative Care Nursing Peri-operative Nursing Renal Nursing Rheumatology Nursing Spinal Injury Nursing Stroke and Brain Injury Nursing
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University College Dublin (Dept. of Public Health and Population Science)

Bachelor of Science	Occupational Safety and Health Management
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Post-registration courses (leading to additional registration)

The following post-registration courses, leading to an additional registration, were approved in 2007:

Dundalk Institute of Technology

Higher Diploma in Science in Midwifery

National University of Ireland, Galway

Postgraduate Diploma in Nursing (Public Health Nursing) (& Maternal & Child Health)
Master of Health Sciences (Nursing/Midwifery Education) (Registered Nurse Tutor)
Postgraduate Diploma in Nursing/Midwifery (Education) (Registered Nurse Tutor)
Higher Diploma in Midwifery (eighteen-month programme)

Royal College of Surgeons in Ireland

Certificate in Nursing (Nurse/Midwife Prescribing) (Minor Award, Level 8)

St. Angela College Sligo

Postgraduate Diploma in Nursing (Public Health Nursing) (& Maternal & Child Health)

University College Cork

Postgraduate Diploma in Public Health Nursing (& Maternal & Child Health)
Certificate in Nursing (Nurse/Midwife Prescribing) (Minor Award Level 8)
Postgraduate Diploma in Midwifery (eighteen-month programme)

University College Dublin

Higher Diploma in Midwifery (eighteen-month programme)

University of Limerick

Higher Diploma in Midwifery

Education and Training continued

University of Dublin Trinity College

Higher Diploma in Midwifery

Return to nursing practice course Return to nursing practice courses are organised by health care institutions for nurses returning to work following an absence from practice.

Return to midwifery practice course Return to midwifery practice courses are organised for midwives from outside Ireland who need to undertake the course as a prerequisite to registration as a midwife and midwives returning to midwifery practice following an absence of five years or more.

Post-RGN midwifery education programmes Post-registration midwifery education programmes of eighteen-months' duration commenced in Autumn 2007. The programmes are being delivered by six third-level institutions, in partnership with specific maternity hospitals/units. Requirements and Standards for the Post-RGN Midwife Registration Education Programme (2007), to be read as an Addendum to the Requirements and Standards for the Midwife Registration Education Programme (2005), was circulated to all relevant stakeholders.

Requirements and Standards for Nurse Post Registration Education Programmes (1st edition) *Requirements and Standards for Nurse Post Registration Education Programmes (1st edition)* was published in April 2007 and circulated to all relevant stakeholders. This document incorporates the requirements for children's nurse post-registration education programmes and the requirements for the nurse tutor registration education programme.

Requirements and Standards for Post-Registration and Continuing Competence Nursing and Midwifery Education Programmes – incorporating the National Framework of Qualifications (1st edition) September 2007 *Requirements and Standards for Post-Registration and Continuing Competence Nursing and Midwifery Education Programmes – incorporating the National Framework of Qualifications (1st edition)* was approved by An Bord Altranais and will be published in 2008.

Requirements and Standards for the Psychiatric Nurse Post-Registration Education Programme An Bord Altranais, in response to an approach from the Health Service Executive (HSE) with concerns regarding an acute shortage of registered psychiatric nurses in the East Coast area, facilitated the introduction of a one-year post-registration programme leading to registration as a psychiatric nurse. Dublin City University plans to develop such a programme, to commence early in 2008. *Requirements and Standards for the Psychiatric Nurse Post-Registration Education Programme*, leading to registration as a psychiatric nurse, was approved by An Bord Altranais and will be published in 2008.

Requirements and Standards for Nurse Education Programmes for Authority to Prescribe Ionising Radiation (X-Ray) Following the introduction of legislation by the Department of Health and Children in June 2007, An Bord Altranais convened a committee to develop *Requirements and Standards for Nurse Education Programmes for Authority to Prescribe Ionising Radiation (X-Ray)*. This document was approved by An Bord Altranais and will be published in 2008.

New public health nurse registration education programme A new public health nurse registration education programme commenced in autumn 2007. The programme is being delivered by University College Dublin, University College Cork, National University of Ireland Galway and St. Angela's College Sligo. The programme is not less than thirty-two weeks in duration and can be delivered full time or as an equivalent part time course and, for the first time, the programme is open to registered nurses who do not hold a midwifery registration. *Requirements and Standards for the Public Health Nurse Registration Education Programmes (1st edition)* was published in 2005.

Guidance to Nurses and Midwives Regarding Ethical Conduct of Nursing and Midwifery Research The *Research Strategy for Nursing and Midwifery in Ireland* (Department of Health and Children, 2003) charged An Bord Altranais with developing a position statement concerning ethical conduct of nursing and midwifery research. A new guidance document, *Guidance to Nurses and Midwives Regarding Ethical Conduct of Nursing and Midwifery Research*, was published in January 2007 and circulated to the professions. This document provides nurses and midwives with general guidance on ethical matters relating to research to ensure the protection of the rights of all those involved in research.

Education and Training continued

- New education programme for nurses and midwives with prescriptive authority** *Requirements and Standards for Education Programmes for Nurses and Midwives with Prescriptive Authority (1st edition)* was published in April 2007. This document sets out the educational requirements and standards and provides guidance to third-level institutions and health care institutions involved in the education of nurses and midwives in relation to the development, delivery and evaluation of education for nurse/midwife prescriptive authority. An education and training programme is being delivered by two higher education institutions (Royal College of Surgeons in Ireland and University College Cork) and can be completed over a period of twenty-six weeks full time or fifty-two weeks (one year) part time, during which time the participant must be engaged in relevant clinical practice with a medical practitioner. Successful completion of the programme will lead to registration in a new Division of the Register of Nurses maintained by An Bord Altranais. It is anticipated that the first cohort of students will have their names admitted to the new Nurse Prescribers Division of the Register in early 2008.
- Supporting publications, *Collaborative Practice Agreement (CPA) for Nurses and Midwives with Prescriptive Authority*, *Decision-Making Framework for Nurse and Midwifery Prescribing and Practice Standards for Nurses and Midwives with Prescriptive Authority*, were published in July 2007 to meet the legislative requirements of professional guidance for nurse and midwife prescribers.
- Guidance to Nurses and Midwives on Medication Management** A new *Guidance to Nurses and Midwives on Medication Management* was published in July 2007. This document came into effect in October 2007 and takes cognisance of the expanded practices of nurses and midwives involving medications, (i.e., prescriptive authority, etc.), together with changes in medicines legislation and the increasing professional responsibilities for medication competency and safety.
- e-learning programme** An Bord Altranais, in collaboration with the National Council for the Professional Development of Nursing and Midwifery, developed and launched an e-learning programme, *A Guide to Medication Management*. This self-directed educational resource targets all nurses and midwives to assist them in their medication management practices. A unique feature of the e-learning package is presented in Unit 6, which facilitates nurses and midwives to develop protocols for the supply and administration of medicinal products. This guide is hosted by the HSE Learning Centre and can be accessed through a direct link on An Bord Altranais website (www.nursingboard.ie) and the website of the National Council for the Professional Development of Nursing and Midwifery (www.ncnm.ie). The programme was launched by the Minister for Health and Children at the National Conference of An Bord Altranais in September 2007. National orientation sessions are planned for early 2008 to introduce the *Guide to Medication Management* to nurses and midwives.
- Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products project** An Bord Altranais, in collaboration with the National Council for the Professional Development of Nursing and Midwifery, continued to progress the implementation of prescriptive authority and support the expansion of medication management practices for nurses and midwives. The 2006-2008 project implementation plan provided the framework for the focus and key activities of the project team throughout 2007. This involved:
- Constructing the regulatory structures for prescriptive authority for nurses and midwives
 - Devising the registration and notification process for prescriptive authority
 - Reviewing and approving the education programmes preparing nurses and midwives for prescriptive authority
 - Providing professional guidance on medication management
 - Developing an e-learning programme to inform the profession of medication management initiatives

Education and Training continued

- Devising and disseminating professional guidance for the supply and administration of medications under protocol
- Assisting the Department of Health and Children/HSE Resource and Implementation Group with a communication strategy for initiating and supporting nurse and midwife prescribing in the health service.

The Nurses Rules 2007 established the regulatory framework for the development of the education requirements and standards for the nurse prescribing programmes. An Bord Altranais devised professional guidance for clinical governance structures as part of the national implementation structures required.

The Prescriptive Authority Committee met throughout the year to oversee the work of the project team. The committee approved two consequential projects managed by two committees to commence in the next year: the evaluation of the regulatory framework for prescriptive authority and the continued competence assessment project. The Evaluation Committee has as its main aim to assist in the development and implementation of a research methodology to evaluate An Bord Altranais's regulatory and professional guidance frameworks for prescriptive authority. The second project involves the assessment of continued competence for registered nurse prescribers, with a committee established to inform, guide, support and advance the development of a draft regulatory process for this purpose.

Education Department Enquiries Database

The Education Department Enquiries Database maintained by An Bord Altranais keeps a record of enquires made to the department. The database enables staff to gather detailed summative and comprehensive data on activities relating to various areas of professional practice. Understanding the concerns of nurses and midwives and responding to those concerns is a priority of the Education Department. The purpose of the database is to enable the Chief Education Officer to review and monitor information on sources and types of these enquires. This ensures continuous quality improvement and advancement of the work of the department in responding to issues of concern and interest to the nursing and midwifery professions, other health care providers and the general public. The database was established in 2004, in line with the key responsibilities detailed in the *Data Protection Act, 1988*, the *Data Protection (Amendment) Act, 2003*, the *Freedom of Information Act, 1997* and the *Freedom of Information (Amendment) Act, 2003*. Over 3,900 queries are captured in the database from its inception in 2004 to the end of 2007. Clinical practice issues and medication management queries are the most frequently addressed topics.

An Bord Altranais Archives

In July 2007, An Bord Altranais entered into a partnership agreement with University College Dublin to transfer its archive material to UCD Archives. An Bord Altranais had in its possession material, not only from the annals of its own history, but that of its predecessor organisations and from organisations such as the Queen Victoria Jubilee Institute of Nurses and the Queen's Nurses Irish Branch, with some material dating back to the 1890s. Work on cataloguing and preserving the archive material commenced in September 2007 and will take approximately one year to complete.

Leas Cross (Nursing Home) Review

An Bord Altranais developed an action plan in response to the findings and recommendations of the *Leas Cross Review*. It is envisaged that the proposed new legislation on the regulation of nurses and midwives within the new Nurses and Midwives Act will provide An Bord Altranais with an explicit remit to protect the public. With this in mind, An Bord Altranais undertook to develop guidance for nurses working with the older person; this work will be completed in 2008.

Lourdes Hospital Inquiry Report

An Bord Altranais considered the *Lourdes Hospital Inquiry Report* in light of its past, current and future regulatory role and functions and what actions should be taken by An Bord Altranais to maximise the organisational learning to be achieved. An Bord Altranais developed an action plan in response to the inquiry report. The action plan anticipates the provisions of the new Nurses and Midwives Act, which, it is expected, will provide An Bord Altranais with an explicit remit to protect the public. This will be underpinned by the introduction of a requirement to each nurse and midwife to achieve competency, an enhanced Fitness to Practise procedure, greater legal authority in relation to the suitability of clinical placement sites and greater public representation on the

Education and Training continued

Board. An Bord Altranais will keep nurses, midwives and health care institutions informed in relation to the implementation of its action plan through *An Bord Altranais News* which is published four times yearly and can be accessed on www.nursingboard.ie under Publications.

An Bord Altranais's National Conference

An Bord Altranais's National Conference, entitled *Nursing and Midwifery Education: Enhancing Learning in Clinical Practice*, took place in Dublin on 13th September 2007. The Conference focused on three themes: medication management, problem-based and practice-based learning and professional competence. Approximately 190 delegates attended.

European Federation of Nursing Regulators (FEPI)

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

- Nursing competencies and practice
- Professional standards
- Continuous education and training
- Codes of practice.

Mrs. Anne Carrigy, President of An Bord Altranais, is the current Vice-President of FEPI and Dr. Anne-Marie Ryan, Chief Education Officer, An Bord Altranais, is Chairperson of the FEPI Working Group on Nursing Education, Training and Competences (WG ETC).

The 3rd annual FEPI conference was held in Cavtat, Croatia, from the 25th to the 28th of September 2007. The title of the conference was *FEPI: Placing the Patient First, Effective Nursing Regulation across Europe*. Mr Thomas Kearns, Education Officer of An Bord Altranais, was rapporteur to the conference scientific committee.

A FEPI General Assembly was held in the offices of An Bord Altranais on the 13th and 14th December 2007. Twenty-six representatives from the following countries attended: Ireland, United Kingdom, Italy, Spain, Portugal, Greece, Romania and Croatia.

Over the two day meeting FEPI presented and shared with the assembly the latest developments within the EU concerning the profession of nursing. Among the items discussed was the expected publication of the European Commission's proposal on safe, efficient and high quality cross-border healthcare, the Patient's Rights adopted by the European Economic and Social Committee, and the concerns regarding the implementation of the Directive on Mutual Recognition.

Dr. Anne-Marie Ryan, Chief Education Officer, reported on the latest results and data retrieved from a questionnaire which examined issues in relation to the standards of nursing education and competencies for the European nurse. This work is related to the Bologna process and Tuning project.

Library The Library continues to provide the following services:

- British Nursing Index (BNI) and CINAHL databases on CD-ROM 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, students and bodies such as the National Council for the Professional Development of Nursing and Midwifery.

Education and Training continued

The Library responds to telephone queries and requests and the level of activity in 2007 was:

• Journal articles including requests from staff	1, 413
• Phone enquiries	2, 269
• Publications	1, 475
• Interlibrary loans (requested by Irish Health Care Libraries)	325

Education and Training continued

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.

To carry out its work in an efficient manner, the NCC maintains positive communication with a wide cross-section of persons and groups. During peak season, there is an average of one hundred queries per day. The NCC sets as its standard to be a 'one-stop-shop' in handling queries regarding a career in nursing, aiming to respond to a minimum of 95% of queries in an effective and courteous manner within a twenty-four hour period.

Applications to nursing/midwifery places

The NCC has, as one of its functions, the promotion of nursing and midwifery as a career. Due to a number of factors, including a strategic approach by the NCC to marketing and promotion of nursing and midwifery as a career, the number of applicants has continued to grow, despite a reduction in the overall applicants (due, among other things, to fewer leaving certificate students) to the Central Applications Office (CAO). Also significant was the amalgamation of applications into the CAO, a process in which the NCC played an important role. The degree status was also an influence, although the increase in interest was apparent before the introduction of the degree level.

In 2007, there were 8,640 individual applicants for 1,880 places. This high ratio of applicants to places was one of the factors that caused an increase in the Leaving Certificate points requirement. The breakdown of applications and places (which includes applications for more than one place) was as follows:

General nursing applications: 6,397 for 1,057 places

Psychiatric nursing applications: 3,080 for 343 places

Intellectual disability nursing applications: 2,249 for 240 places

Midwifery applications: 2,517 for 140 places

Children's and general nursing (integrated): 2,303 for 100 places

Total mature (23 years of age or over on 1st January 2007 and not presenting education results) applications: 1,974

Total standard (presenting education results, regardless of age) applications: 7,058

Ratio of applicants to places

• General	6:1
• Psychiatric	9:1
• Intellectual disability	9:1
• Midwifery	18:1
• Children's and general (integrated)	23:1

Mature code applicants Mature code applicants remained high. Of the 1,974 mature code applicants who were called for written assessment, 1,003 were successful and were called for interview. 833 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 2007. 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 conferences, including: the Higher Options Conference, the CAO Annual Conference and the FÁS Opportunities Conference
- The development and implementation of media strategies, including a major newspaper and radio publicity campaign.

Provision of information to registered nurses and midwives In 2007, two 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 comprise a number of sections, including:

- 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.

An abridged leaflet version of the publication is also used as part of the promotional strategy.

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Careers website www.nursingcareers.ie

This website is targeted at the school-leaver, the mature person considering career options or the registered nurse/midwife deciding to pursue further education. The website contains a number of sections, including:

Becoming a nurse

This section deals with the pre-registration courses in intellectual disability nursing, psychiatric nursing, general nursing, midwifery, and children's and general nursing (integrated) and is of interest to the person considering entering the nursing/midwifery professions.

Further education

This section is of benefit to the registered nurse or midwife interested in pursuing further education.

Publications

This section contains a list of relevant publications. An Bord Altranais publications are in PDF format and may be viewed in full or downloaded.

Links

This section contains details of all relevant organisations, including, health care agencies, higher education institutions, nursing and midwifery planning and development units, and national organisations, with a link to each site.

Events

This section contains relevant conferences, seminars, etc. This particular section has proved very popular and, at times, over 80 events were posted.

Contact us

This gives NCC contact details and a facility for emailing the NCC..

AAA/Bobby

The AAA/Bobby symbol is featured on the Home page, which means that the website complies with recommendations in relation to usage by persons with a disability.

ADMINISTRATION

An Bord Altranais Report of the Year 2007



An Bord Altranais

Administration

2007 Accounts The Auditors Report and the Financial Statements for the year ended 31st December 2007 appear on page 35. The Income and Expenditure account for the year to 31st December 2007 shows a deficit on ordinary activities of €537,902. This compares with a surplus of €184,875 for the previous year.

There is an increase in Income of €756,291 from 2006 to 2007 and this is mainly attributable to:

- An increase of €531,986 in Retention Fees in 2007 from 2006, which is mainly due to the increase in the Register, year on year, better collection of fees and the increase in the Fee from €75 to €77
- In 2007, Registration Fee Income showed a decrease of €274,224 over 2006 reflecting a decrease in applicants from abroad applying for Registration in Ireland.
- The increase in €383,421 in Other Income is mainly due to the receipt of funding for the nurse prescribing initiative.

The movement in Expenditure of €1,479,068 can primarily be attributed to the following:

- Staff costs increased by €276,866, due to payments due under the National Wage Rounds and once-off payments related to the move of An Bord Altranais operations to Blackrock
- Fitness to Practice costs were €259,819 higher in 2007 than in 2006, due primarily to the increase in both the greater number of Inquiries held in 2007, and the number of days over which these Inquiries were held
- Office accommodation costs of €833,457 included interest payments of €353,009 relating to the financing costs associated with the purchase and fit out of the new offices.

The current year deficit is reflected in the financial position of An Bord Altranais as at 31st December 2007 and the net worth of An Bord Altranais increased by €5,321,814 in the year. This includes the surplus from the sale of the Board's offices in Fitzwilliam Square, offset by the deficit incurred on ordinary activities in 2007.

Premises In 2006, An Bord Altranais completed the purchase of a new corporate office building at 18/20 Carysfort, Blackrock Co. Dublin for €12 million (excluding VAT and stamp duty). The project to fit commenced in early 2007 and was completed in time to allow the Board move as scheduled in July 2007. An Bord Altranais sold its offices at 31/32 Fitzwilliam Square for €13.1 million, following a public tender competition.

Internet An Bord Altranais's revamped website, www.nursingboard.ie, went live in February 2007. The website now contains a comprehensive range of information and documents, including published guidance documents, annual reports and newsletters.

Partnership The main focus of the Partnership Committee in 2007 was the impact of the move of operations to Blackrock on staff and the fit out of the new premises. 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 & Safety The Partnership Group oversees health and safety issues. In 2007, 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.

Administration continued

Prompt Payment of Account 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.

An Bord Altranais is complying with the provisions of the Act and there is a system in place that provides for a regular review of all accounts to ensure that payment is neither overlooked nor unnecessarily delayed.

Staff Changes A number of staff left An Bord Altranais in 2007 to pursue other opportunities. We would like to thank them for their commitment and service and 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 2007



An Bord Altranais

Fitness to Practise

Part V of the *Nurses Act, 1985*, provides for an Application for Inquiry to be made into the fitness of a nurse to engage in the practice of nursing on the grounds of alleged professional misconduct and/or alleged unfitness to engage in such practice by reason of physical or mental disability. This part of the Act regulates all aspects of the work of the Fitness to Practise Committee. The application for Inquiry may be made by An Bord Altranais or by any person.

In its investigation of a complaint, the Fitness to Practise Committee may request such other documentation as it requires, and the nurse is also invited to respond to the allegation(s). The Committee will then consider all of the correspondence before it decides whether there is a prima facie case for the holding of an Inquiry into the nurse. The Committee will also confirm the grounds upon which any Inquiry is to be held. In the event that the Committee is of the opinion that there is not a case to answer, the Board may direct the Committee to hold an Inquiry, if it is of the opinion that an Inquiry is warranted.

The Inquiry is held in private. The Chief Executive Officer presents the case and is represented by solicitors and counsel. Members of the Fitness to Practise Committee sit on the Inquiry. A legal assessor sits with the Committee to advise on points of law, but takes no part in any decision making of the Committee. The nurse is invited to attend or to be represented at the Inquiry. A stenographer records the Inquiry proceedings. Witnesses, on behalf of the Chief Executive Officer and on behalf of the nurse, are called and give evidence under oath. Witnesses can be cross-examined and may also be questioned by the Committee.

Following the Inquiry, the Fitness to Practise Committee prepares a report for consideration by the Board. The report will include the Committee's findings in relation to the allegation(s), and the reason(s) for its decision. The report may also include other information, such as recommendations on publication, and any other relevant recommendations arising from the Inquiry.

The Board will then meet to consider the report of the Fitness to Practise Committee. The nurse is invited to attend the meeting or to be represented at the meeting, and to make a statement to the Board. The Board will then decide on any sanction to be imposed on the nurse.

Where the Board decides to:

- Erase the nurse's name from the Register of Nurses;
- Attach conditions to the retention of the nurse's name in the Register of Nurses; or
- Suspend the nurse's name from the Register of Nurses for a fixed period,

the decisions must be confirmed by the High Court and the decision may be appealed by the nurse to the High Court. Alternatively, or in conjunction with one of the above detailed sanctions, the Board may decide to:

- Advise, admonish or censure a nurse, in relation to his or her professional conduct.

The Board, where appropriate, may decide to impose a sanction where no finding of professional misconduct or unfitness to practice nursing has been found by the Fitness to Practise Committee following Inquiry.

Where a nurse has been found guilty of professional misconduct, and/or unfit to practice by reason of physical or mental disability, the Board, in protecting the public, may decide to publish the outcome of the Inquiry, the extent of such publication to be decided by the Board. There is always publication to the Minister for Health and Children and to the employer (where known) if a nurse's name is erased or suspended, or where conditions are attached to registration.

Conditions to Registration One of the sanctions that may be imposed by the Board following a Fitness to Practise Committee Inquiry is to attach conditions to registration. Usually, such conditions are attached in cases where a nurse has an ongoing health problem, although conditions may be attached for other reasons. Conditions are usually attached to a nurse's registration for a period of time, after which the Board will review whether it is necessary for the conditions to be maintained either in whole or in part. Conditions are attached to registration to enable the Board to provide ongoing support to the nurse and to allow the Board to monitor the nurse's progress over a period of time. This then underpins the Board's commitment to public protection, whilst enabling the nurse to practice under supervision by the Board.

Fitness to Practise activity in 2007 NUMBER OF APPLICATIONS CONSIDERED:

- **Fifteen** carried over from 2006
- **Seventy-one** new applications considered in 2007.

DECISIONS IN RESPECT OF APPLICATIONS:

- In **twenty-six** cases, the Committee decided to hold an Inquiry
- In **twenty-two** cases, the Committee decided that an Inquiry was not warranted
- **Thirty-eight** cases were still under consideration at the end of 2007.

INQUIRIES HELD IN 2007:

The Fitness to Practise Committee held **twenty-two** Inquiries into the fitness to practise of nurses in 2007, one of which was carried over from 2006. As the previous Board went out of office in October 2007, the **twenty-two** Inquiries took place over an eight-month period.

The Committee dealt with issues that included:

- Alleged medication management errors
- Alleged forging of employment references
- Alleged theft of drugs from the clinical area
- Alleged theft of prescriptions pads and forging of prescriptions
- Alleged failure to provide appropriate standard of nursing care to a patient
- Alleged attending work in an unfit state
- Alleged theft of patients funds
- Alleged self administration of drugs
- Alleged administration of medication to a colleague in the work place
- Alleged sleeping on duty
- Alleged aggressive/abusive/insensitive manner to patients and colleagues.

GROUNDS FOR INQUIRY:

- **Ten** Inquiries were held on the grounds of alleged professional misconduct only

Fitness to Practise continued

- **Twelve** Inquiries were held on the grounds of alleged professional misconduct and alleged unfitness to practice nursing by reason of physical or mental disability.

DECISIONS OF THE FITNESS TO PRACTISE COMMITTEE FOLLOWING INQUIRY:

- **Seventeen** nurses were found guilty of professional misconduct
- **One** nurse was found guilty of professional misconduct and unfit to practise by reason of physical or mental disability
- **Two** cases were not proved against the nurses concerned
- **One** nurse died prior to the holding of an Inquiry. In these circumstances, the Inquiry is opened and closed with no findings
- **One** nurse had already been erased pursuant to Section 42 of the Nurses Act, 1985. In these circumstances, the Inquiry is opened and closed with no findings.

SANCTIONS IMPOSED BY THE BOARD FOLLOWING THESE INQUIRIES:

- In **eight** cases, a sanction of 'Erasure' was imposed by the Board. All eight of these cases were subsequently confirmed by the High Court
- In **four** cases, the sanction of 'Censure' together with the sanction of 'Conditions to Registration' was imposed
- In **one** case, the sanction of 'Censure' was imposed together with advice to the nurse to familiarise herself with medication management
- In **one** case, the sanction of 'Censure' together with the sanction of 'Conditions to Registration' was imposed and a recommendation that the nurse's return to work should preferably, with the assistance of her employers, be on a staged/part-time basis
- In **one** case, the sanction of 'Admonish', together with the sanction of 'Conditions to Registration', was imposed
- In **one** case, the sanction of 'Condition to Registration' was imposed
- In **two** cases, the sanction of 'Advised' was imposed
- In **two** cases (where the allegations were not proved), there was no sanction applied.

NURSES WITH CONDITIONS ATTACHED TO THE RETENTION OF THEIR NAMES IN THE REGISTER OF NURSES:

The monitoring of the conditions attached to the retention of a nurse's name in the Register of Nurses is a function of the Board. In their continuing monitoring of such nurses during 2007, the Board removed the conditions attached to the retention of five nurses' names in the Register of Nurses.

SECTION 44 APPLICATIONS:

The Board, where it is of the opinion that the public interest is at risk, 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 2007, the Board considered **twenty-three** such applications

Fitness to Practise continued

- In **eleven** cases, the Board decided to proceed with an application to the High Court. In nine of these cases, the Order was confirmed by the High Court; in two cases the Court accepted an undertaking from the nurse
- In **five** cases, the Board accepted an undertaking from the nurse not to practise nursing and the Board did not proceed with an application to the High Court
- In **seven** 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 were two cases considered by the Board in 2007 under this section of the Act

Section 42 (1) states that:

"Where a Nurse is convicted in the State of an offence triable on indictment or is convicted outside the State of an offence consisting of acts or omissions which would constitute an offence triable on indictment if done or made in the State, the Board may decide that a name of such person should be erased from the register".

Decisions following an application to the High Court pursuant to Section 42 of the Nurses Act, 1985:

1. **Name:** Noreen Mulholland, P.I.N. 88664
Pursuant to Section 42 of the Nurses Act, 1985, the name of Ms. Noreen Mulholland was erased from the Register of Nurses by the High Court on 11th June, 2007.
2. **Name:** Brendan Mary Joseph Cullen, P.I.N. 40357
Pursuant to Section 42 of the Nurses Act, 1985, the name of Mr. Brendan Mary Joseph Cullen was erased from the Register of Nurses by the High Court on 25th June, 2007.

Decisions following Fitness to Practise Committee Inquiries

Following Inquiries held by the Fitness to Practise Committee pursuant to Part V of the Nurses Act, 1985, the following decisions of the Committee and of the Board are published in respect of the following nurses:

1. **Name:** Ms. Mary Clare Curran, P.I.N. 45658
Finding of the Fitness to Practise Committee: Unfit to engage in the practise of nursing by reason of ill health.
Board Sanction: Pursuant to Section 39 (1) of the *Nurses Act, 1985*, Ms. Curran's name was erased from the Register of Nurses. The decision to erase Ms. Curran's name from the Register was confirmed by the High Court on 5th March, 2007.
2. **Name:** Ms. Mary Frances Dawson, P.I.N. 47955
Finding of the Fitness to Practise Committee: Professional Misconduct
Board Sanction: Pursuant to Section 39 (1) of the *Nurses Act, 1985*, Ms. Dawson's name was erased from the Register of Nurses. The decision to erase Ms. Dawson's name from the Register was confirmed by the High Court on 5th March, 2007.
3. **Name:** Ms. Hazel Celestial Balmaceda, P.I.N. 82671
Finding of the Fitness to Practise Committee: Professional Misconduct
Board Sanction: Pursuant to Section 39 (1) of the *Nurses Act, 1985*, Ms. Balmaceda's name was erased from the Register of Nurses. The decision to erase Ms. Balmaceda's name from the Register was confirmed by the High Court on 5th February, 2007.

4. **Name:** Ms. Aderonke Olajumoke Adeola, P.I.N. 97105

Finding of the Fitness to Practise Committee: Professional Misconduct

Board Sanction: Pursuant to Section 41 (1) of the *Nurses Act, 1985*, Ms. Adeola was censured in relation to her professional misconduct and pursuant to Section 40 (1) of the Act; a condition was attached to the retention of her name in the Register of Nurses. The decision to attach a condition to the retention of Ms. Adeola's name in the Register was confirmed by the High Court on 5th February, 2007.

5. **Name:** Ms. Maria Raquel Santiago Lacap, P.I.N. 80579

Finding of the Fitness to Practise Committee: Professional Misconduct

Board Sanction: Pursuant to Section 41 (1) of the *Nurses Act, 1985*, Ms. Lacap was censured in relation to her professional misconduct and pursuant to Section 40 (1) of the Act; conditions were attached to the retention of her name in the Register of Nurses. The decision to attach conditions to the retention of Ms. Lacap's name in the Register was confirmed by the High Court on 5th February, 2007.

6. **Name:** Ms. Oonagh Mary Lawlor, P.I.N. 54581

Finding of the Fitness to Practise Committee: Professional misconduct and unfit to engage in the practise of nursing by reason of a physical or mental disability.

Board Sanction: Pursuant to Section 39 (1) of the *Nurses Act, 1985*, Ms. Lawlor's name was erased from the Register of Nurses. The decision to erase Ms. Lawlor's name from the Register was confirmed by the High Court on 22nd January, 2007.

7. **Name:** Ms. Anne Regina McDermott, P.I.N. 60056

Finding of the Fitness to Practise Committee: Professional Misconduct

Board Sanction: Pursuant to Section 41 (1) of the *Nurses Act, 1985*, Ms. McDermott was censured in relation to her professional conduct and pursuant to Section 40 (1) of the Act; conditions were attached to the retention of her name in the Register of Nurses. The decision to attach conditions to the retention of Ms. McDermott's name in the Register was confirmed by the High Court on 14th May, 2007.

8. **Name:** Ms. Jenet Guillermo Arellano, P.I.N. 81479

Finding of the Fitness to Practise Committee: Professional Misconduct

Board Sanction: Pursuant to Section 41 (1) of the *Nurses Act, 1985*, Ms. Arellano was censured in relation to her professional conduct and the Board further advises that she familiarise herself with *An Bord Altranais's Guidance to Nurses and Midwives on Medication Management June, 2003 edition*.

9. **Name:** Ms. Anne Catherine Phillips, P.I.N. 40986

Finding of the Fitness to Practise Committee: Professional Misconduct

Board Sanction: Pursuant to Section 41 (1) of the *Nurses Act, 1985*, Ms. Phillips was advised in relation to her professional conduct.

10. **Name:** Ms. Ann Bernadette Goggin, P.I.N. 19508

Finding of the Fitness to Practise Committee: Professional Misconduct

Board Sanction: Pursuant to Section 41 (1) of the *Nurses Act, 1985*, Ms. Goggin was advised in relation to her professional conduct.

11. **Name:** Mr. Manuel Andrade Labayen Jr., P.I.N. 79494

Finding of the Fitness to Practise Committee: Professional Misconduct

Board Sanction: Pursuant to Section 39 (1) of the *Nurses Act, 1985*, Mr. Labayen Jr.'s name was erased from the Register of Nurses. The decision to erase Mr. Labayen Jr.'s name from the

Register was confirmed by the High Court on 30th July, 2007.

12. **Name:** Ms. Nicola Susan Cashman Hales, P.I.N. 1765

Finding of the Fitness to Practise Committee: Professional Misconduct

Board Sanction: Pursuant to Section 41 (1) of the *Nurses Act, 1985*, Ms. Hales was admonished in relation to her professional misconduct and pursuant to Section 40 (1) of the Act; conditions were attached to the retention of her name in the Register of Nurses. The decision to attach conditions to the retention of Ms. Hales's name in the Register was confirmed by the High Court on 26th September, 2007.

13. **Name:** Ms. Brigid Anne P. Martin, P.I.N. 967

Finding of the Fitness to Practise Committee: Professional Misconduct

Board Sanction: Pursuant to Section 39 (1) of the *Nurses Act, 1985*, Ms. Martin's name was erased from the Register of Nurses. The decision to erase Ms. Martin's name from the Register was confirmed by the High Court on 26th September, 2007.

14. **Name:** Mr. Marcelino Lopezillo Quirante Jr., P.I.N. 84343

Finding of the Fitness to Practise Committee: Professional Misconduct

Board Sanction: Pursuant to Section 39 (1) of the *Nurses Act, 1985*, Mr. Quirante Jr's name was erased from the Register of Nurses. The decision to erase Mr. Quirante Jr's name from the Register was confirmed by the High Court on 26th September, 2007.

15. **Name:** Ms. Gria Parungao, P.I.N. 85014

Finding of the Fitness to Practise Committee: Professional Misconduct

Board Sanction: Pursuant to Section 41 (1) of the *Nurses Act, 1985*, Ms. Parungao was censured in relation to her professional misconduct and pursuant to Section 40 (1) of the Act; conditions were attached to the retention of her name in the Register of Nurses. The decision to attach conditions to the retention of Ms. Parungao's name in the Register was confirmed by the High Court on 26th September, 2007.

16. **Name:** Ms. Collette Marie Butler, P.I.N. 36237

Finding of the Fitness to Practise Committee: Professional Misconduct

Board Sanction: Pursuant to Section 41 (1) of the *Nurses Act, 1985*, Ms. Butler was censured in relation to her professional misconduct and pursuant to Section 40 (1) of the Act, conditions were attached to the retention of her name in the Register of Nurses. The decision to attach conditions to the retention of Ms. Butler's name in the Register was confirmed by the High Court on 5th September, 2007.

17. **Name:** Ms. Sandra Christina Quinn, P.I.N. 40409

Finding of the Fitness to Practise Committee: Professional Misconduct

Board Sanction: Pursuant to Section 39 (1) of the *Nurses Act, 1985*, Ms. Quinn's name was erased from the Register of Nurses. The decision to erase Ms. Quinn's name from the Register was confirmed by the High Court on 5th September, 2007.

18. **Name:** Ms. Anthonia Olufunmilayo Fasuru, P.I.N. 85049

Finding of the Fitness to Practise Committee: Professional Misconduct

Board Sanction: Pursuant to Section 39 (1) of the *Nurses Act, 1985*, Ms. Fasuru's name was erased from the Register of Nurses. The decision to erase Ms. Fasuru's name from the Register was confirmed by the High Court on 3rd December, 2007.

Registration

The Register is maintained by An Bord Altranais, in accordance with the provisions of the Nurses Act, 1985 and the Nurses Rules, 2007.

Nurses registered Statistics as of the 31st December, 2007, with comparative figures from 2006 are:

	ACTIVE	INACTIVE	TOTAL
2006	65,415	17,161	82,576
2007	67,245	18,537	85,782
2006 → 2007	+ 1,830	+1,376	+3,206
2006 → 2007	↑ 2.8%	↑ 8%	↑ 3.9%

Qualifications registered	ACTIVE 2006	ACTIVE 2007	INACTIVE 2006	INACTIVE 2007	TOTAL 2006	TOTAL 2007
General	55,127	56,542	14,598	15,730	69,725	72,272
Psychiatric	9,471	9,614	2,572	2,809	12,043	12,423
Children's	3,905	3,986	939	1,006	4,844	4,992
Intellectual Disability	3,981	4,090	628	690	4,609	4,780
Midwifery	13,101	12,993	4,174	4,526	17,275	17,519
Public Health	2,239	2,291	558	619	2,797	2,910
Tutor	522	548	149	158	671	706
Other	259	243	349	366	608	609
Total	88,605	90,307	23,967	25,904	112,572	116,211

Summary As of 31st December, 2007, there were a total of 85,782 individuals registered with 116,211 qualifications.

Active file: 67,245 individuals with 90,307 qualifications.

Registration continued

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

	2006	2007
Retired	6,358	7,057
Unemployed	758	791
Career Break	1,839	2,026
Working Abroad	4,932	5,122
Other	3,274	3,541
Total	17,161	18,537

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.
2006	6,916	1,640	1,238	4,402	7,280
2007	4,617	1,805	1,446	1,577	4,828
2006 → 2007	-2,299	+165	+208	-2825	-2452
2006 → 2007	↓ 33%	↑ 10%	↑ 17%	↓ 64%	↓ 34%

Number of newly registered qualifications

	IRELAND 2006	IRELAND 2007	EU 2006	EU 2007	NON-EU 2006	NON-EU 2007	TOTAL 2006	TOTAL 2007
General	850	918	703	704	2,589	1,296	4,142	2,918
Psychiatric	246	292	70	106	29	31	345	429
Children's	92	119	19	43	0	1	111	163
Intellectual Disability	135	167	12	18	0	0	147	185
Midwifery	166	158	102	122	13	15	281	295
Public Health	129	120	6	2	0	2	135	124
Tutor	13	31	0	1	0	2	13	34
Total	1631	1805	912	996	2,631	1,347	5,174	4,148
2006 → 2007		+174		+84		-1284		-1,026
2006 → 2007		↑ 11%		↑ 9%		↓ 49%		↓ 20%

Registration continued

Country of training of EU registrants	COUNTRY – 2006	COUNTRY - 2007
	1st: United Kingdom = 687	1st: United Kingdom = 676
	2nd: Poland = 97	2nd: Poland = 124
	3rd: Germany = 58	3rd: Germany = 84
	4th: Lithuania = 20	4th: Spain = 30
	5th: Finland = 14	5th: Portugal = 25
	13 other countries	15 other countries

Country of training of non-EU registrants	COUNTRY – 2006	COUNTRY - 2007
	1st: India = 2,037	1st: India = 1868
	2nd: Philippines = 439	2nd: Philippines = 195
	3rd: Australia = 37	3rd: Australia = 49
	4th: Nigeria = 36	4th: Nigeria = 46
	5th: New Zealand = 22	5th: New Zealand = 27
	21 other countries	19 other countries

Registration appeals The Registration Appeals Committee was established in May 2003.

The Committee is comprised of seven Board Members – the President, Vice President and five other Board Members.

The Committee considers appeals from

- Applicants for registration who do not hold the educational qualifications for direct registration
- Applicants who do not hold the educational qualifications that would allow them to undertake a period of adaptation and assessment
- Applicants who were not recommended for registration upon completion of a period of adaptation and assessment.

In 2007, a fifty-three appeals were considered.

Verification requests Verifications are issued for nurses/midwives who wish to register abroad. Verifications are sent directly from An Bord Altranais to the equivalent authority in the country/state where the nurse/midwife is seeking registration. A nurse/midwife may apply for more than one verification of registration in any given year.

- 1,139 individuals made a total of 2,168 verification requests.
- 528 individuals submitted more than one request.

Registration continued

Note: A verification request does not equate to travel. An individual may request more than one verification in any one year. A separate verification is issued for each division the nurse/midwife is registered in.

COUNTRY	NUMBER OF REQUESTS 2006	NUMBER OF REQUESTS 2007
Australia	1,024	1,641
Canada	42	158
New Zealand	41	44
Spain	11	4
United Kingdom	277	163
United States of America	195	117
Other countries	22	41
Total	1,612	2,168

Verifications issued to Australia by nationality – 2007.

During 2007, 62% of all verifications were issued to Australia.

NATIONALITY	TOTAL INDIVIDUALS	TOTAL REQUESTS
IRELAND	356	1,011
INDIA	277	480
PHILIPPINES	53	98
U.K.	12	29
CHINA	2	6
GERMANY	2	5
POLAND	2	3
FINLAND	1	1
KENYA	1	2
NIGERIA	1	1
SOUTH AFRICA	1	1
TOTAL	708	1,641

Registration continued

Nationality of individual requesting verification	NATIONALITY	NUMBER OF INDIVIDUALS - 2006	NUMBER OF INDIVIDUALS - 2007
	CANADA	N/A	3
	CHINA	N/A	4
	CZECH REPUBLIC	N/A	1
	FINLAND	N/A	1
	GERMANY	N/A	7
	INDIA	116	335
	IRELAND	576	528
	KENYA	N/A	2
	KOREA, REPUBLIC OF	N/A	1
	NEW ZEALAND	N/A	13
	NIGERIA	15	13
	PHILIPPINES	91	183
	POLAND	N/A	3
	SOUTH AFRICA	N/A	1
	SPAIN	N/A	3
	UNITED KINGDOM	27	36
	UNITED STATES OF AMERICA	N/A	3
	UNKNOWN	N/A	1
	ZAMBIA	N/A	1
	OTHER COUNTRIES (17 COUNTRIES)	52	LISTED PER COUNTRY
	TOTAL	877	1,139

N/A = not available

Candidate Register Students undertaking any nursing or midwifery education programme that leads to registration in a Division of the Register maintained by An Bord Altranais have their names entered on the Candidate Register. Any exit, deferral or transfer from the programme is notified to An Bord Altranais by the higher education institution. An annual report on attrition from the pre-registration nursing and midwifery programmes is prepared.

Pre-registration BSc nursing programmes 2003-2007 Cohort	Number of places available	1,640	
	Number of places filled	1,792	(9.3% overfill of places)
	Number exited	183	(10.2%)
	Number deferred	48	(2.7%)
	Number transferred	8	(0.4%)
	Total – exit/deferral/transfer	239	(13.4%)
	Total successfully completed	1,358	(87.44%)
	Total Registered (up to 17th June 2008)	1,323	(97%)

English language competence of non-EU applicants for registration Non-European Union applicants for registration in any division of the register maintained by An Bord Altranais are required to demonstrate proof of English language competence if English is not their first language or primary language of expression. An Bord Altranais decided to increase the International English Language Testing System (IELTS) Academic Test score requirements from 1st April 2007 following a detailed evaluation of the ability of nurses and midwives to demonstrate competence in interpersonal relationships.

IELTS requirements prior to 1st April 2007

Listening	Reading	Writing	Speaking	Overall
5.5	5.5	6.0	6.0	6.5

IELTS requirements from 1st April 2007

Listening	Reading	Writing	Speaking	Overall
6.5	6.5	7.0	7.0	7.0

AUDITOR'S REPORT AND FINANCIAL STATEMENTS FOR THE YEAR 2007

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



An Bord Altranais

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Auditor's Certificate to An Bord Altranais

Introduction I have audited the financial statements on pages 38 to 46.

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 2007 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.



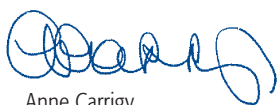
Anne (N) Brennan, FCPA
Local Government Auditor
24th November 2008.

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 Boards 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** In 2004 the Board agreed an Internal Audit Charter and established an Audit Committee. The Audit Committee appointed an internal auditor in early 2005. In accordance with its Terms of Reference the Audit Committee will report to the Board on matters arising from both the Internal and External audit reports.

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 2007, which require disclosure in the financial statements or the auditor's report on the financial statements.

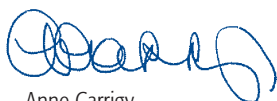


Anne Carrigy
President

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. The Board has adopted an Internal Audit Charter and Terms of Reference for the Audit Committee, which was established in 2004. In accordance with the Code of Practice I wish to confirm that:

- All appropriate procedures for financial reporting, internal audit, 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
- The Board's obligations under taxation laws are being complied with.



Anne Carrigy
President

Income and Expenditure Account

		2007	2006
For the year ended 31st December 2007	Income	€	€
	Annual Retention Fee	4,688,530	4,156,544
	Registration Fee	687,008	961,232
	Verification Fee	58,732	43,370
	Nursing Careers Centre	600,000	590,004
	Library and Publications	617	656
	Superannuation Contributions	Note 4 192,814	103,025
	Other Income	522,341	138,920
	Total Income	6,750,042	5,993,751
	Expenditure		€
Accommodation Costs	Schedule 1 833,457	176,118	
Staff Costs	Note 5 3,150,018	2,873,152	
Other Administration Costs	Schedule 2 1,119,110	1,015,944	
Election	102,124	0	
Fitness to Practice	1,038,508	778,689	
Library	34,990	42,580	
Newsletter	239,348	253,546	
Projects	Schedule 3 21,236	26,738	
Nursing Careers Centre	Schedule 4 381,647	292,118	
Depreciation	367,506	349,991	
Total Expenditure	7,287,944	5,808,876	
Surplus / (Deficit) on Ordinary Activities		(537,902)	184,875
Surplus on the disposal of Fixed Assets		Note 1(b) 5,859,716	-
Surplus / (Deficit) on Activities		5,321,814	184,875
Statement of Recognised Gains and Losses	Net surplus / (deficit) as reported in the Income and Expenditure Account	5,321,814	184,875
	Net transfer to accumulated surplus/(deficit) from Revaluation Reserve on disposal of assets	6,401,257	-
		11,723,071	184,875
Statement of Movement in Accumulated Reserves	At 1 January	1,324,378	1,139,503
	Recognised gain / (loss) for year	11,723,071	184,875
	At 31 December	13,047,449	1,324,378



Anne Carrigy
President



Eugene Donoghue
Chief Executive Officer

The accompanying notes are an integral part of these accounts

Balance Sheet

		31st December 2007		31st December 2006	
		€	€	€	€
Fixed Assets	Note 1(a)	18,314,914		22,130,883	
Current Assets					
Cash at Bank and in Hand		2,445,605		2,360,310	
Debtors and Prepayments		471,973		100,567	
Stock		13,514		1,749	
		2,931,092		2,462,626	
Current Liabilities					
Amounts falling within one year	Note 2 (a)	(3,553,294)		(3,190,740)	
		(622,202)		(728,114)	
Non-Current Liabilities					
Amounts falling due after one year	Note 2 (b)	(4,468,129)		(13,500,000)	
		13,224,583		7,902,769	
Represented By					
		€		€	
Accumulated Fund		13,047,449		1,324,378	
Revaluation Reserve		0		6,401,257	
General Reserve		177,134		177,134	
		13,224,583		7,902,769	



Anne Carrigy
President



Eugene Donoghue
Chief Executive Officer

The accompanying notes are an integral part of these accounts

Cash Flow Statement

		2007 €	2006 €
For the year ended 31st December 2007	Net Cash Inflow / (Outflow) from Ordinary Activities	(191,013)	1,649,475
Investing Activities			
	Net proceeds from sale of property	Note 8 12,948,876	-
	Payments to acquire fixed assets	(3,640,697)	(14,973,925)
	Net Cash (Outflow)/Inflow	9,117,166	(13,324,450)
	Decrease / (Increase) in Cash & Equivalents	9,117,166	(13,324,450)

NOTES TO CASH FLOW STATEMENT

1. Reconciliation of Operating Surplus to Net Cash Inflow

Operating Surplus/(Deficit)	(537,902)	184,875
Depreciation Charge	367,506	349,991
(Increase) / Decrease in Stocks	(11,765)	8,558
(Increase) / Decrease in Debtors	(371,406)	78,645
Increase / (Decrease) in Creditors	362,554	1,027,406
Net Cash (Outflow) / Inflow	(191,013)	1,649,475

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

Balances at 1st January	(11,139,690)	2,184,760
Net Cash (Outflow) / Inflow	9,117,166	(13,324,450)
Balance at 31 December	(2,022,524)	(11,139,690)

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

	31 Dec 2006 €	1 Jan 2006 €	Change €
Cash at Bank and In Hand	2,445,605	2,360,310	85,295
Asset Financing	(4,468,129)	(13,500,000)	9,031,871
	(2,022,524)	(11,139,690)	9,117,166



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 realisable 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 Boards premises at 18/20 Carysfort Avenue at €12,000,000 exclusive of VAT and net of purchasers costs as of 31st December 2007. This valuation was apportioned as follows: site with value of €4,900,000 and building 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 2007	22,102,846	669,964	427,498	543,056	60,219	23,803,583
Additions	3,462,679	46,617	35,080	56,245	40,076	3,640,697
Disposals	(7,250,000)	(592,239)	-	-	(4,000)	(7,846,239)
At 31 December 2007	18,315,525	124,342	462,578	599,301	96,295	19,598,041
Accumulated Depreciation						
At 1 January 2007	393,258	556,919	221,413	462,477	38,633	1,672,700
Charge for Year	245,012	12,434	49,768	50,662	9,629	367,505
Depreciation on Disposals	(217,500)	(538,502)	-	1,078	(2,154)	(757,078)
At 31 December 2007	420,770	30,851	271,181	514,217	46,108	1,283,127
Net Book Value at 31 December 2007	17,894,755	93,491	191,397	85,084	50,187	18,314,914
Net Book Value at 31 December 2006	21,709,588	113,045	206,085	80,579	21,586	22,130,883
b) Surplus on disposal of Fixed Assets						
				2007	2006	
				€	€	
Proceeds from sale of property				13,111,111	-	
Less: professional fees				(162,235)	-	
Net proceeds from the sale of property				12,948,876	-	
Cost or Valuation of disposals		Note 1(a)		7,846,239	-	
Accumulated Depreciation on disposals		Note 1(a)		(757,078)	-	
Net Cost or Valuation of disposals				7,089,160	-	
Surplus on disposal of Fixed Assets				5,859,716	-	

Notes to Financial Statements continued

2. Creditors	2007	2006
(a) Amounts falling due within one year	€	€
Trade Creditors and Accruals	1,025,153	1,098,915
Fees Received in Advance	2,528,141	2,091,825
	3,553,294	3,190,740
(b) Amounts falling due after one year		
IIB Bank Mortgage	4,468,129	13,500,000
	4,468,129	13,500,000

3. Bank Borrowings IIB 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 the 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 1.5% of pensionable remuneration plus 3.5% of net pensionable remuneration. Superannuation Contributions include €54,273 representing monies to be recouped from previous employers of six pensioners, relating to periods of service with these employers.

5. Staff Costs Staff costs include €55,084 (2006 - €71,660) paid as retirement pensions and lump sums to former staff members

6. Nursing Careers Centre The Department of Health & 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 2007, An Bord Altranais complied in all material respects with the provisions of the Act.

8. Proceeds from Sale of Property An Bord Altranais sold its premises at 31/32 Fitzwilliam Square during 2007. The sale of the property realised €13,111,111 and the Board incurred professional fees of €162,235 relating to the sale of the property. The net proceeds from sale of the property was €12,948,876.

Schedules to Accounts

For the year ended 31st December 2007	Schedule	2007 €	2006 €
	1. Accommodation		
	Mortgage Interest	353,009	0
	Cleaning	44,380	24,978
	Insurance	32,091	34,877
	Light and Heat	37,451	19,633
	Repairs and Maintenance	366,526	96,630
	Total	833,457	176,118
	2. Other Administration Costs		
	Travel and Subsistence	253,411	206,868
	Telephone	51,873	34,268
	Postage	267,163	208,086
	Printing and Stationery	261,462	194,253
	Staff Training and Recruitment	26,711	46,143
	Professional Fees	77,467	191,507
	Bank Interest and Charges	39,862	43,445
	Computer	82,602	83,706
	Miscellaneous	58,559	7,668
	Total	1,119,110	1,015,944
	3. Projects		
	Nurse Prescribing Project	96,414	3,229
	Assessment of Competencies Project	20,000	0
	Distance Education	(126,974)	0
	European Federation of Nursing Professions	31,796	23,509
	Total	21,236	26,738
	4. Nursing Careers Centre		
	Recruitment Expenses	335,418	247,118
	Local Appointments Commission	46,229	45,000
	Total	381,647	292,118

Anne Carrigy
President


Eugene Donoghue
Chief Executive Officer

The accompanying notes are an integral part of these accounts

APPENDICES

An Bord Altranais Report of the Year 2007



An Bord Altranais

Appendix One: An Bord Altranais Board Members

Appointed Members 2007-20012



Mrs. Anne Carrigy

*DIRECTOR OF NURSING
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*

*Mr. Seamus Hoye deceased - August 12th 2007 after a short illness

Appendix One: An Bord Altranais Board Members continued



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. Aine 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. Breda O'Hanrahan

*Dundalk
Co. Louth*

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

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, 1988*
- To determine outcomes of appeals in accordance with Board policy

Committee Members

Anne Carrigy - Chairperson

John Murray

Pauline Treanor

Maureen Kington

Aine McHugh

Siobhan Quirke

Eimear McAuliffe

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.

Appendix Two: Board Committees continued

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

Breda O'Hanrahan

Richie Dooley

John McCardle

Marie Gilligan

Appendix Two: Board Committees continued

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

Appendix Two: Board Committees continued

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' positions 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

Anne Carrigy - Chairperson	Louise Gallagher
John Murray	Aine McHugh
Marie Gilligan	Jacqueline Burke
Mary Godfrey	Mary Kenneally
Aine Enright	Deirdre Duffy
Virginia Pye	

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.

Appendix Two: Board Committees continued

- Two expert members to be appointed.
- The Ethics committee shall include representation of the public interest.
- The quorum for the Ethics Committee shall be seven.

Committee Members

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

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 - Chairperson	Gerard Maguire
John Murray	Breda O'Hanrahan
John McCardle	Cathryn Lee
Tony Morris	Jacqueline Burke
Siobhan Quirke	Aine Enright
Tim Kennelly	
Richie Dooley	

Appendix Two: Board Committees continued

Midwifery Committee Terms of Reference

1. Provide advice and recommendations to the Education and Training Committee and to the Board with regard to issues concerning the education of midwives.
2. 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.
3. 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 four.

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

Committee Members

Anne Carrigy - Chairperson

Caitriona Molloy

Maureen Kington

Pauline Treanor

Louise Gallagher

Appendix Two: Board Committees continued

Monitoring Committee for the Scheme of Performance Related Awards for the Chief Executive Officer

Terms of Reference:

- To validate the goals/targets set for the Chief Executive Officer.
- To review self assessment of performance by the Chief Executive Officer.
- To make recommendation to the Board of An Bord Altranais for the application of the Performance Award Scheme.
- To transmit the results of their considerations to the General Secretary of the Department of Health and Children.
- To respond to any concerns raised by the Government Committee of Performance Awards.

The Committee will consist of five including:

The President

The Chair of the Internal Audit Committee

Two named members of the Finance & General Purposes Committee

One External member with an accountancy background/appropriate expertise

Committee Members

Anne Carrigy - Chairperson

Tim Kennelly

Ritchie Dooley

Gerry Maguire

Dera McLoughlin (External)

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

Cathryn Lee

Maureen Kington

Orla O'Reilly

Catriona Molloy

John McArdle

Breda O'Hanrahan

Mary Kenneally

Eimear McAulliffe

Siobhan Quirke

Jacinta Mulhere

John Murray

Robert Burns

Jacqueline Burke

Mary Godfrey

Aine McHugh

Deirdre Duffy

Marie Gilligan

Appendix Three: Board Representation on External Committees

Benzodiazepine Group Department of Health and Children
Representative: John Byrne

Board of Faculty of Nursing and Midwifery, RCSI
Representative: Anne-Marie Ryan

Consultative Forum on National Health Strategy
Representative: Sheila O'Malley

Crisis Pregnancy Agency Consultative Committee
Representative: Ursula Byrne

Irish Health Services Accreditation Board
Representative: Anne Carrigy

Implementation of Recommendations of The Commission on Nursing: Monitoring Committee
Representative: Eugene Donoghue

Irish Heart Foundation Council on Stroke
Representative: Mary Durkin

National Council for the Professional Development of Nursing and Midwifery
Representative: Anne Carrigy and Eileen Kelly

National Midwifery Advisory Forum
Representative: Ursula Byrne and Maureen Kington

Nursing & Midwifery Expert Group – European Working Time Directive
Representative: Thomas Kearns

Nursing & Midwifery Research Committee
Representative: Anne-Marie Ryan

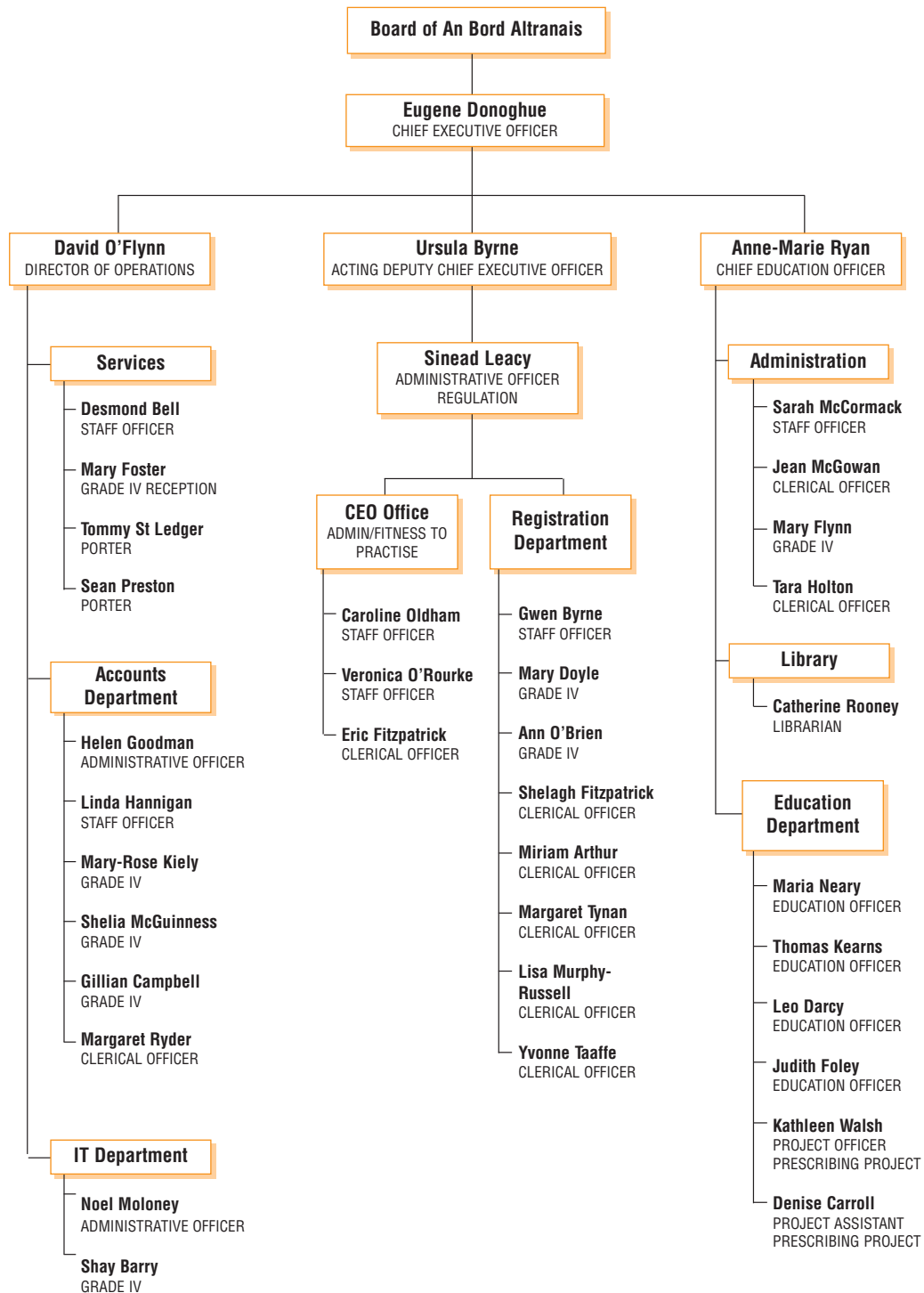
Structure and Organisation of Prison Health Care Services Review Group
Representative: Catherine McTiernan

Conjoint NIG EWTG + Nursing + Midwifery Expert Group
Representative: Anne-Marie Ryan

FEPI Vice-President
Anne Carrigy

FEPI Working Group in Nursing Education Training and Competences (WG ETC)
Chair: Anne-Marie Ryan

Appendix Four: An Bord Altranais Organisation Chart



Appendix Five: Higher Education Institutions and Associated Healthcare Institutions

Higher Education Institutions Approved for Pre-Registration Honours Degree Programmes at 31st December 2007

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 2007

General Nursing

Adelaide & Meath Hospital, Dublin incorporating the National Children's Hospital, Tallaght Dublin
Beaumont Hospital, Dublin
Bon Secours Hospital, Cork
Cork University Hospital
Mercy University Hospital South Infirmery – Victoria University Hospital
Connolly Hospital, Dublin
Letterkenny General Hospital
Regional Hospital Limerick
Mater Misericordiae University Hospital, Dublin
Our Lady of Lourdes Hospital, Drogheda
Portiuncula Hospital, Ballinasloe, Galway
St James's Hospital, Dublin
St Michael's Hospital, Dun Laoghaire
St Vincent's University Hospital, Elm Park, Dublin
Sligo General Hospital
Kerry General Hospital, Tralee
Tullamore General Hospital
University College Hospital, Galway
Waterford Regional Hospital
Mayo General Hospital, Castlebar

Intellectual Disability Nursing

St Joseph's Intellectual Disability Services, Portrane, Co. 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

Appendix Five: Higher Education Institutions and Associated Healthcare Institutions continued

St Anne's, Moore Abbey, Monasterevin, Co. Kildare
Stewart's Hospital Services Limited, Palmerstown, Dublin 20
COPE Foundation, Cork
Daughters of Charity, St Vincent's Centre, Lisnagry, 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, Portrane, Co. Dublin
St Vincent's, Fairview, Dublin 3
HSE Dublin North East Area 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 8
HSE South Psychiatric Nursing Services, Cork
St John of God Hospital, Stillorgan, County 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, Tallaght Dublin
Our Lady's Children's Hospital, Crumlin, Dublin
Children's University Hospital, Temple Street, Dublin
Cork University Hospital

Midwifery

Coombe Women's Hospital, Dublin
National Maternity Hospital, Dublin
Our Lady of Lourdes Hospital, Drogheda
Rotunda Hospital, Dublin
St Munchin's Regional Maternity Hospital, Limerick
Cork University Maternity Hospital
University College Hospital, Galway



An Bord Altranais

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