

annual report 2008

An Bord Altranais report of the year 2008



An Bord Altranais

contents

Presidential Review	3
Education and Training	5
The Nursing Careers Centre	13
Administration	17
Regulation - Fitness to Practise and Registration	21
Auditor's Report and Financial Statements	33
Appendix 1 – An Bord Altranais Board Members	46
Appendix 2 – Board Committees	48
Appendix 3 – Board Representation on External Committees	55
Appendix 4 – An Bord Altranais Organisation Chart	56
Appendix 5 – Higher Education Institutions and Associated Healthcare Institutions	57



presidential address

THE NEW BOARD of An Bord Altranais took office in November, 2007, and our first full year was a year of consolidation with regard to the activities of the Board.

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

The Board welcomes the publication of the report of the Commission on Patient Safety and Quality Assurance which was chaired by Dr. Deirdre Madden. The aims of the commission were to recommend a framework of patient safety and quality that will lead to effectively governed health care facilities, increase the involvement of patients and service users in the decision making process and the development of local and national leadership. The report made a number of recommendations regarding regulatory bodies and in particular regarding Fitness to Practise.

The final report of the Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products project was considered and approved by the Board at its November meeting. This project which was established in 2001 is a major milestone for the development of nursing and midwifery in Ireland. I would like to acknowledge the support of the National Council for the Professional Development of Nursing and Midwifery given to the project since its initiation.

I am pleased to report that the Board commenced a project to develop professional guidance for nurses working with older people. The document will be a guidance for nurses in all healthcare settings where the older person is cared for. It will also serve as a source of information for the public by detailing for them the nursing care they are entitled to and should expect to receive. The guidance will be published in 2009 and a copy will be sent to all registered nurses and midwives.

In 2008 the Education Department continued with the ongoing schedule of site visits and course approvals. The Nursing Careers Centre (NCC) continued to play a significant role in promoting nursing as a career. I am pleased to report that in 2008 almost 8,119 people applied for the various nursing programmes, including 1,738 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 2008 the Board received 3,851 applications for registration, compared with 4,828 applications in 2007. Of this, the number of applications from non EU applicants

dropped from 1,577 in 2007 to 845 in 2008. The number of nurses on the Boards active register now stands at 68,614.

The Board continues to process increasing numbers of Fitness to Practise applications. In 2008 the Board received 75 new applications and carried over a further 25 applications from 2007. Of these 65 cases were dealt with and 35 cases were still under consideration at the end of the year. The cost of processing Fitness to Practise cases is significant and continues to be monitored by the Board

I want to acknowledge our continuing close working relationship with the Department of Health and Children and in particular the Nursing Policy Division. I very much appreciate the co-operation and expert assistance we received from the National Council for the Professional Development of Nursing and Midwifery, Health Service Executive, Voluntary Hospitals, Nurse Planning and Midwifery Development Units and the Higher Education Authorities. My final thanks go to the Chief Executive Officer and all his staff at An Bord Altranais for their work in administering the affairs of the Board with great professional competency.



Anne Carrigy
President of An Bord Altranais.

education and training

An Bord Altranais report of the year 2008

education and training

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 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 issue of quality in education, actual clinical practice of nurses and midwives and the need for practice to be grounded in appropriate current evidence.

In keeping with its responsibility for protecting the public through the promotion of high standards of professional education, training, practice and professional conduct among nurses and midwives, the Board continues its commitment to the effectiveness and efficiency of its approval processes. The Board is charged with establishing the professional standards and approval 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 2008.

An Bord Altranais operationalises this process through the Nurses Rules (2007) made under the Nurses Act, 1985 setting standards to be adhered to in the education and training of nurses and in their continuing education as registered nurses. The rules provide for the approval of higher education institutions and of hospitals and health care institutions providing training to ensure that valuable clinical and theoretical experience is provided. The various aspects of the regulatory functions being carried out are illustrated as follows:

Site visits to healthcare institutions and linked third level institutions

Under Section 34 of the Nurses Act, 1985 the Board is required to satisfy itself as to the adequacy and suitability of hospitals and institutions for nurse education and training at least once every five years.

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

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

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

In 2008 site visits were conducted at the following:

- University College Cork (Public Health Nurse Registration Education Programmes)
- NUI Galway (Public Health Nurse Registration Education Programmes)
- University College Dublin (Public Health Nurse Registration Education Programmes)
- St. Angela's College Sligo (Public Health Nurse Registration Education Programmes)
- Trinity College Dublin (Stewarts Hospital) (Pre-Registration Intellectual Disability Programme)
- Maternity Services, St. Luke's Hospital, Kilkenny and Maternity Services, South Tipperary General Hospital, Clonmel, Co. Tipperary (Midwifery Programmes) (University of Limerick)
- Maternity Services, Cavan General Hospital and Letterkenny General Hospital (Midwifery Programmes) (Dundalk Institute of Technology)
- Cork University Maternity Hospital (Midwifery Programmes) (University College Cork)
- Royal College of Surgeons in Ireland and associated Healthcare Agencies - The Beacon Hospital, Bon Secours Hospital, Hermitage Medical Centre, Mount Carmel Hospital, Dublin (Bachelor of Science in Nursing Pre-Registration Undergraduate Programme)
- Athlone Institute of Technology (Bachelor of Science in Nursing Pre-Registration Undergraduate Programme)
- Waterford Institute of Technology (Bachelor of Science in Nursing Pre-Registration Undergraduate Programme)

Pre-Registration Honours Degree Programmes

The following pre-registration honours degree programme curricula were approved in 2008:

Dundalk Institute of Technology

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

National University of Ireland, Galway

- Bachelor of Nursing Science (General)
- Bachelor of Nursing Science (Psychiatric)

Letterkenny Institute of Technology

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

Post Registration Courses

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

Post-Registration Category I Courses

Post Registration Category I courses include in-service 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 2008 An Bord Altranais approved 303 Post-Registration Category I courses, which included a number of Return to Practice Courses. The Return to Practice Courses are organised by healthcare institutions for nurses and midwives returning to work following an absence from practice.

Post-Registration Category II Courses

Post-Registration Category II courses are specialist courses and exclude those which lead to registration. These courses are considered by the Education and Training Committee and approval is granted if programmes meet the criteria of the Education and Training Committee.

The following Post-Registration Category II courses were approved in 2008:

Dublin City University

Graduate Diploma/MSc in Nursing Practice/Health Care Practice

Letterkenny Institute of Technology

Bachelor of Science Honours in Nursing

Higher Diploma in Science in Nursing Mental Health Nursing – Adult

National University of Ireland, Galway

Post Graduate Diploma in Nursing - Advanced Practice

Post Graduate Diploma in Nursing - Child and Adolescent Mental Health

Post Graduate Diploma in Nursing - Orthopaedics

Post Graduate Diploma in Nursing - Practice Nursing/Community Nursing

Royal College of Surgeons in Ireland

Higher Diploma in Nursing Sexual Assault - Forensic Examination

Sligo Institute of Technology

Bachelor of Science Occupational Safety and Health

Master of Science Environmental Health and Safety Management

St Angela's College

Post Graduate Diploma in Health Sciences Nursing Studies/Professional Studies

University College Cork

Postgraduate Diploma in Nursing - Multiple and Complex Disabilities (Intellectual Disability)

University College Dublin (School of Public Health and Population Science) (Centre for Safety & Health at Work)

Higher Diploma in Safety, Health and Welfare at Work

University of Dublin Trinity College

Master in Science in Mental Health (in association with the National Forensic Mental Health Service)

Masters in Science Palliative Care

Waterford Institute of Technology

Post Graduate Diploma in Nursing and Master of Science in Nursing

Post-Registration Courses leading to additional Registration

Dublin City University

Post Registration Higher Diploma Psychiatric/Mental Health Nursing

A new Post-registration Programme leading to registration as a Psychiatric Nurse commenced in Spring 2008 utilising the Requirements and Standards for the Psychiatric Nurse Post Registration Education Programme (2007).

The one year programme is being delivered by Dublin City University, in partnership with the HSE Dublin North East and Mid-Leinster Regions, St. Patrick's Hospital and St. John of God Hospital, Dublin. This pilot programme is subject to evaluation in two years. Requirements and Standards for the Psychiatric Nurse Post Registration Education Programme (2007) were approved in 2007.

Requirements and Standards for Education Programmes for Nurses with Authority to Prescribe Ionising Radiation (X-Ray) (2008)

Requirements and Standards for Education Programmes for Nurses with Authority to Prescribe Ionising Radiation (X-Ray) were approved and published by An Bord Altranais in 2008. The purpose of the document is to provide guidance to education providers and healthcare institutions involved in the education of nurses in relation to the development, delivery and evaluation of education for nurse authority to prescribe ionising radiation (X-Ray).

Regulatory and Professional Guidance Frameworks and Standards for the Care of Older People, for Nurses and the Public.

In April 2008 An Bord Altranais approved a proposal to establish a structure and process for the development of regulatory and professional guidance frameworks and standards for nurses and the public caring for older people. The aim of the project was to:

- develop patient focused standards for nurses working with the older person in all healthcare settings.
- protect the dignity of the older person by providing guidance to nurses who care for the older person in all healthcare settings
- carry out the functions of An Bord Altranais thus ensuring public confidence regarding professional regulation and guidance to nurses.

A working group was established to oversee the project. The final document will be published in Summer 2009.

Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products Project

Project Implementation

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 conclusion of key activities of the Project Team throughout 2008. This involved:

- Implementation of the registration and notification process for prescriptive authority
- Monitoring the education programmes preparing nurses and midwives for prescriptive authority
- Assisting the Department of Health and Children/Health Service Executive Resource and Implementation Group with the implementation and communication strategies for initiating and supporting nurse and midwife prescribing in the health service.
- Providing professional guidance on medication management
- Dissemination and professional support for the e-learning programme
- Commencement of the evaluation of An Bord Altranais regulatory framework for prescriptive authority

E-learning Programme

An Bord Altranais in collaboration with the National Council produced an E-Learning Programme entitled A Guide to Medication Management in the Autumn of 2007. This self directed educational resource targets all nurses and midwives to assist them in their medication management practices. A national dissemination and orientation programme was conducted in the first quarter of 2008 to introduce the e-learning programme to the professions. Seventeen sessions were held in nine venues across the country with over 700 organisations invited.

The partnership of An Bord Altranais and the National Council formally concluded in November 2008 with the joint publication of The Implementation of the Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products – Final Report. The report focused on five key areas of implementation which were legislation; professional regulation; education; professional development and guidance; collaboration and communication with key stakeholders.

The Prescriptive Authority Committee held three meetings in 2008 continuing to oversee the work of the Project Team. The Committee for the Evaluation of the Regulatory Framework for Prescriptive Authority had its first meeting June 2008 and continued to meet at regular intervals during the year, reporting to the Prescriptive Authority Committee. The Evaluation Committee chaired by Ms. Aine McHugh (Board member) had representation from the Medical Council, National Council, Pharmaceutical Society of Ireland, Health Service Executive, University College Cork (HEI provider for prescribing education programme) and the Irish Society for Quality and Healthcare. It is anticipated that the Report on the Evaluation of the Regulatory Framework for Prescriptive Authority will be prepared for early 2009.

Continued Competence Assessment Project

Context

On the first of February 2007, the Minister for Health and Children, Ms Mary Harney announced the implementation plan for Nurse/Midwife prescribing. The announcement emphasized this expanded role in terms of improving patient care and safety. The Minister stated that among other functions the Board (An

Bord Altranais) would introduce registration for prescribers and will require them to complete a specified educational programme and to maintain competence. An Bord Altranais constructed primary mechanisms to provide for robust regulation detailing the requirements for education, professional practice and clinical governance supports

An Bord Altranais, through its Requirements and Standards for the Education Programme for Nurses and Midwives for Prescriptive Authority and its professional guidance, defines the standard of the registered nurse prescriber's professional and personal responsibility to maintain individual competency for prescribing practice. The Collaborative Practice Agreement (CPA) provides guidelines for the implementation of nurse prescribing. The CPA is signed by the registered nurse prescriber, collaborating medical practitioner and the health service provider/employer. It requires these parties to be aware of the professional regulatory and organisational requirement for the registered nurse prescriber's continued competence for maintaining prescriptive authority. This document states that the registered nurse prescriber is responsible for maintaining continued competence for her/his prescriptive authority as per An Bord Altranais (based on forthcoming guidance and requirements) and the health service provider's /employers policy. An Bord Altranais has also produced practice standards for nurses and midwives with prescriptive authority. This document should be viewed as an overarching guidance mechanism within which a nurse/midwife is expected to practice. Practice standard 9 addresses continuing professional development and continued competency. This standard states the nurse prescriber's professional and personal responsibility to maintain individual competency for prescribing practice. It also indicates the responsibility of the employers in this regard.

Project

With these regulatory and guidance standards in mind An Bord Altranais approved a project proposal in relation to guiding continued competence. This project commenced in March 2008. It was overseen by a project sub-committee. This committee was chaired by Ms Mary Godfrey (Board Member) and included representation from An Bord Altranais, the Directors of Nursing, the Directors of the NMPDUs, and the Director of the CNEs, the Nursing Alliance, the Higher Education Institutions, the Irish Patients Association, the Irish Advocacy Network, and Patient Focus. The first meeting of the project steering sub-committee was held on the 20th of May 2008. The work was also supported by an international expert panel from regulatory authorities in the UK, the US and patient representative and advocacy groups in the US and from the WHO.

Purpose:

The purpose of the project was to explore develop and introduce a system to guide the competence assessment of Registered Nurse Prescribers,

Project Aims:

1. To support patient protection as a mission of professional regulation.
2. To develop and explore the introduction of a national framework to support the regulation and guidance of continued competence assessment of Registered Nurse Prescribers.
3. To develop and explore the appropriate principles, structures, processes and outcomes to underpin the development of such a framework
4. To support the professional development of registered nurses.

Project Question:

What are the components of an effective system to guide and regulate the continued competence assessment of Registered Nurse Prescribers in Ireland?

Project Methodology:

The project utilised a Collaborative Action Research Methodology and data was collected using focus groups with a range of key stakeholders including two nursing unions, two director of nursing groups, two patient representative groups and five groups of Nurse Prescribers. A draft portfolio tool was developed (the intervention) during the study.

Follow up individual interviews were completed with RNPs who had agreed to provide feedback on this mechanism. The full report, including literature review, methodology, findings, discussion, conclusions and recommendations will be presented to the Board of An Bord Altranais in April, 2009.

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 enquires made to the department. This ensures continuous quality improvement and advancement of the work of the department, 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 Acts of 1988 and 2003 and the Freedom of Information Act, 1997 and 2001. Over 4100 queries have been logged since its inception to date. Clinical practice issues relating to the scope of practice and medication management queries are the most frequently addressed topics in the database. A selection of these queries are used for the Scope of Practice section in the quarterly newsletter of An Bord Altranais.

An Bord Altranais National Conference

An Bord Altranais National Conference entitled "Placing the Patient First: Nursing and Midwifery Regulation in Practice" took place in Dublin on 12 June 2008. The conference, opened by Ms. Mary Harney, T.D., Minister for Health and Children, focused on patient safety; regulation and the patient agenda; and protecting the public when things go wrong. Approximately 160 delegates attended.

European Federation of Nursing Regulators (FEPI)

FEPI is the European Federation of Nursing Regulators with An Bord Altranais as a founding member in 2004. The primary aim of FEPI is to protect the 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 4th FEPI international conference was held on 27-29 November 2008 in Greece. The conference was

presented through four thematic areas that reflected the work of FEPI. These were

- patients' and nurses' mobility
- education
- certification and accreditation
- nursing and EU decision makers.

Dr. Anne-Marie Ryan presented a paper entitled An Analysis of Nurse Education and Training in Europe: Defining Competence and Mr. Thomas Kearns, Education Officer presented a paper entitled A Review of the Literature to Guide the Development of a National Approach to Continued Competence Assessment.

Approximately 90 delegates attended the conference.

Library

The Library, now based on the ground floor of the Board's new premises, continues to provide the following services:

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

The Library responds to telephone queries and requests and the following activities were processed in 2008:

Journal Articles /Staff requests (Copied):	2,474
Enquiries (Phone)	2,247
Post-outs (ABA publications)	1,376
Interlibrary loans (requested by Irish Health Care Libraries)	264

Nursing Careers Centre

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

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

In carrying out its functions, the NCC continues to work closely with a number of key stakeholders, including: the Department of Health and Children; the health care sector; the Public Appointments Service (PAS); the Central Applications Office (CAO); the higher education institutions (HEIs); the Institute of Guidance Counsellors (IGC); the nursing promotion and marketing liaison group set up by the NCC, and others from time to time.

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

Applications to nursing/midwifery places

The number of applications to nursing in 2008 continues to be high, with a total of 8,119 individual applicants for 1,880 places. The breakdown of applications and places (which includes applications for more than one place) was as follows:

General nursing applications:	5,899 for 1,057 places
Psychiatric nursing applications:	2,805 for 343 places
Intellectual disability nursing applications:	2,265 for 240 places
Midwifery applications:	2,434 for 140 places
Children's and general nursing (integrated):	1,807 for 100 places
Total mature applications:	1,738
<i>(23 years of age or over on 1st January 2008 and not presenting education results)</i>	
Total standard applications (presenting education results, regardless of age):	6,698

Ratio of applicants to places in 2008

- General 6:1
- Psychiatric 8:1
- Intellectual disability 9:1
- Midwifery 17:1
- Children's and general (integrated) 18:1

Mature code applicants

Mature code applicants remained high. Of the 1,738 mature code applicants who were called for written assessment, 869 were successful and were called for interview. 717 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 2008. 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 2008, three editions of Nursing/Midwifery: Career Development. Post-Registration Courses were published. This publication outlines the various post-registration education opportunities for registered nurses and midwives. It includes sections on:

- Courses leading to an additional registration
- Courses with An Bord Altranais approval (Category II)
- 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.

Nursing 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. It is a very dynamic and current section and features updates on a daily basis.

Contact us

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

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 2008

administration

2008 Accounts

The Auditors Report and the Financial Statements for the year ended 31st December, 2008, appear at page 33. The Income and Expenditure Account for the year to 31st December, 2008 shows a surplus on ordinary activities of €213,539. This compares with a deficit of €537,902 for the previous year.

There is an increase in Income of €264,174 from 2007 to 2008 and this is mainly attributable to:

- An increase of €477,197 in Retention Fees in 2008 from 2007, which is mainly due to the increase in the Register year on year, better collection of fees, and the increase in the Fee from €77 to €85;
- An increase of €103,728 in Verification Fee Income in 2008 over 2007, which is due to an increased number of registered nurses and midwives seeking verification of their registration and good standing with An Bord Altranais for the purpose of travelling abroad and registering with other registration bodies;
- In 2008, Registration Fee Income showed a decrease of €142,680 over 2007, reflecting a continued decrease in applicants from abroad applying for registration in Ireland.

There is a decrease in Expenditure of €487,267 from 2007 to 2008 and this is mainly attributable to:

- There was a reduction in Accommodation costs of €273,819 in 2008 from 2007. In 2007 there were additional costs associated with interest payments relating to the financing of the purchase and fit out of the new premises;
- In 2007, An Bord Altranais undertook an Election process whereby all nurses and midwives who are registered with An Bord Altranais elect 17 members of the new Board, which took office in November, 2007. The costs for the Election process of €102,124 were met in 2007;
- In 2008, Fitness to Practise costs showed a decrease of €102,728 over 2007. This decrease can be attributed to some reduced level of activity during the changeover period over the end of 2007 and the start of 2008 when the new Board took office and induction and training of Board members was carried out;

The current year surplus is reflected in the financial position of An Bord Altranais as at 31st December, 2008, and the net worth of An Bord Altranais increased by €213,539 in the year.

Premises

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

the Board and of the committees.

Internet

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

Partnership

The Partnership Committee, which was established in An Bord Altranais in 2000, was set up under the auspices of the National Health Service Partnership Form and is comprised of representatives of management, staff, IMPACT and the INO.

Health and Safety

The Partnership Group oversees health and safety issues. In 2008, as in previous years, An Bord Altranais continued its efforts to ensure the safety, health and welfare of its employees and visitors to the organisation.

Prompt Payment of Accounts Act, 1997

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

Staff changes

A number of staff left An Bord Altranais in 2008 to pursue other opportunities. We would like to thank them for their commitment and service and to wish them every success in their future careers. New staff members joined during the year and we wish them a fulfilling and enjoyable career in An Bord Altranais.

regulation

Fitness to Practise and Registration

An Bord Altranais report of the year 2008

fitness to practise

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

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

Applications for inquiry may be on the grounds of:

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

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

Possible sanctions:

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

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

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

Trends

The number of applications for Inquiries and related fitness to practise activity continues to increase each year. This is in line with trends internationally in relation to all healthcare professionals. This must also be set in the context of a continual increase in the number of individuals on the Register. The number of registrants who are the subject of an application for Inquiry remains low as a percentage of the total number of registrants. In 2008 it equated to 0.1% of those on the Active Register. The increased number of applications may be influenced by increasing public expectations with regard to standards of care and behaviour and greater public awareness of the fitness to practise referral process, possibly because of some high profile fitness to practise cases in other health professions. In addition, there would appear to be increased awareness of responsibilities in relation to public protection amongst nurse/midwife and other health

managers, particularly if the nurse/midwife who is the subject of the application has left their employment.

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

Table I: Fitness to Practise Activity 1998 – 2008.

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

2008:

Number of applications considered:

- **Twenty five** applications carried over from 2007
- **Seventy five** new applications considered in 2008.

Allegations.

The Committee considered allegations including:

- Alleged poor medication management practices;
- Alleged theft of drugs from the clinical area;
- Alleged forging of colleagues signatures;
- Alleged theft of prescriptions pads;
- Alleged forging of prescriptions;
- Alleged failure to provide appropriate standard of nursing care to a patient;
- Alleged attendance at work in an unfit state;
- Alleged failure to comply with Conditions attached to the retention of name in the Register;
- Alleged self administration of drugs;

¹ Board out of office & new Board elected/appointed – Inquiries held over eight months.

- Alleged concealment of information in respect of a hospital investigation into an incident;
- Alleged administration of medication which had not been prescribed;
- Alleged physical and verbal abuse of patients;
- Alleged insufficient knowledge of written or spoken English to carry out duties safely and effectively;
- Alleged incompetence;
- Alleged sexual abuse.

Decisions in respect of applications:

- In **twenty two** cases (34%), the Committee decided to hold an Inquiry;
- In **forty three** cases (66%), the Committee decided that an Inquiry was not warranted;
- **Thirty five** cases were still under consideration at the end of 2008.

Summary of Inquiries held

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

No.	Source of application Manager/Public/Board.	Category - Clinical practice/Competence - Behaviour. - Drug/Alcohol abuse. - Failure to adhere to Conditions.	Grounds for Inquiry: (a) Alleged professional misconduct	Grounds for Inquiry: (b) Alleged unfitness by reason of physical or mental disability ²	Grounds proven. (a), (b) or both (a) & (b) ³	No. of Days	Sanction	Comment
14	Manager	Drug/Alcohol abuse Behaviour	✓	✓	Not proven	1	Conditions ⁴	
15	Manager	Clinical practice/Competence	✓		(a)	2	Conditions	
16	Manager	Drug/Alcohol abuse Behaviour	✓	✓	(a)	1		High Court appeal. Nurse deceased.
17	Manager	Clinical practice/Competence Behaviour	✓	✓	(a)	2	Erasure	
18	Public	Clinical practice/Competence	✓		(a)	1	Censured	
19	Public	Clinical practice/Competence	✓		(a)	1	Admonish	
20	Public	Clinical practice/Competence	✓		(a)	1	Admonish	
21	Manager	Behaviour	✓		Not proven	1	Nil	
22	Manager	Drug/Alcohol abuse Behaviour	✓	✓	(a)	1	Censure & Conditions	
23	Manager	Drug/Alcohol abuse Behaviour	✓	✓	(a)	1	Censure & Conditions	
24	Public	Clinical practice/Competence	✓		No findings	1		Nurse deceased – Inquiry formally opened & closed.
25	Public	Clinical practice/Competence	✓		(a)	1	Admonish	
26	Manager	Drug/Alcohol abuse Behaviour	✓	✓	(a) & (b)	1	Erasure	
27	Manager	Drug/Alcohol abuse Behaviour	✓	✓	(a)	1	Conditions	
28	Manager	Clinical practice/Competence	✓		(a)	1	Erasure	
29	Manager	Clinical practice/Competence	✓		(a)	1	Erasure	
30	Manager	Behaviour	✓		Not proven	1	Nil	
31	Manager	Behaviour	✓		Not proven	1	Nil	

Summary of Inquiry Caseload 2008

SUMMARY	Source of application Manager/Public/Board.	Category - Clinical practice/Competence - Behaviour. - Drug/Alcohol abuse. - Failure to adhere to Conditions.	Grounds for Inquiry: (a) Alleged professional misconduct	Grounds for Inquiry: (b) Alleged unfitness by reason of physical or mental disability ²	Grounds proven. (a), (b) or both (a) & (b) ³	No. of Days	Sanction	Comment
	Manager - 21 Public - 7 Board - 4	Clinical practice/Competence - 15 cases. Behaviour - 18 cases Drug/Alcohol abuse - 10 cases Failure to adhere to Conditions - 1 case	All 31 cases	12 cases	(a) only - 23 cases (a) & (b) - 2 cases Not proven - 5 cases No findings - 1 case	45 ⁵	Erasure 9 Suspension 3 Censure/Conditions 4 Advise/Conditions 1 Conditions only 3 Censure only 2 Admonish only 3 Advise only 0	

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

3. Burden of Proof = Beyond reasonable doubt.

4. Under the provisions of section 40 and 41 of the Nurses Act, 1985, the Board can attach Conditions and/or advise, admonish or censure a nurse/midwife even if there are no findings of professional misconduct and/ or unfitness to practise by reason of physical or mental disability.

5. Inquiries 4, 5 & 6 were held concurrently. Inquiries 18, 19 & 20 were held concurrently.

An additional three Inquiries commenced but did not fully conclude by 31st December 2008.

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

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

In its continuing monitoring of such nurses during 2008, the Board removed the Conditions attached to the retention of the names of four nurses.

Section 44 applications.

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

In 2008, the Board considered seventeen such applications

- In six cases the Board decided to proceed with an application to the High Court. In five of these cases the Order was confirmed by the High Court and in one case the Court accepted an undertaking from the Nurse.
- In four cases the Board accepted an undertaking from the nurse not to practice nursing and the Board did not proceed with an application to the High Court.
- In seven cases the Board decided not to proceed with an application to the High Court.

The Board also lifted an undertaking given by a nurse in 2007.

Section 42 applications.

Under Section 42 of the Nurses Act, 1985, where a nurse is convicted of an offence triable on indictment,

the Board may decide that the name of such person should be erased from the Register of Nurses.

There was one case considered by the Board in 2008 under this section of the Act. The name of that individual was erased from the Register by Order of the High Court on the 16th June 2008. The individual had been convicted of two offences under section 4 of the Criminal Justice (Theft and Fraud Offences) Act 2001.

Publication.

This is in accordance with the revised An Bord Altranais publication policy approved on the 4th July 2007, which became fully operational in November 2008. Details of individual cases are published on the An Bord Altranais website at www.nursingboard.ie.

registration

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

Trends

The number of individuals registered increases each year with an average increase of 4% each year for the last ten years (Range 1.3 – 9%). In 1998, there were 59,010 registered (Active = 48,579, Inactive = 10,431).

Statistics as of the 31st December, 2008, with comparative figures from 2007.

Nurses Registered

	Active	Inactive	Total
2007	67,245	18,537	85,782
2008	68,614	19,610	88,224
2007 → 2008	+1,369	+1,073	+2,442
2007 → 2008	↑ 2%	↑ 6%	↑ 3%

Qualifications Registered

	Active 2007	Active 2008	Inactive 2007	Inactive 2008	Total 2007	Total 2008
General	56,542	57,474	15,730	16,619	72,272	74,093
Psychiatric	9,614	9,796	2,809	3,001	12,423	12,797
Children's	3,986	4,076	1,006	1,067	4,992	5,143
Intellectual Disability	4,090	4,233	690	740	4,780	4,973
Midwifery	12,993	12,988	4,526	4,775	17,519	17,763
Nurse Prescriber	0	51	0	0	0	51
Public						
Health	2,291	2,378	619	662	2,910	3,040
Tutor	548	562	158	167	706	729
Other	243	228	366	379	609	607
Total	90,307	91,786	25,904	27,410	116,211	119,196

Summary:

As of 31st December, 2008 there were a total of **88,224** individuals registered with **119,196** qualifications.
Active file: **68,614** individuals with **91,786** qualifications.

Inactive File

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

	2007	2008
Retired	7,057	7,676
Unemployed	791	827
Career Break	2,026	2,077
Working Abroad	5,122	5,312
Other	3,541	3,718
Total	18,537	19,610

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
2007	4,617	1,805	1,446	1,577	4,828
2008	3,705	1,918	1,088	845	3,851
2007 → 2008	-912	+113	-358	-732	-977
2007 → 2008	↓ 20%	↑ 6%	↓ 24%	↓ 46%	↓ 20%

There was a very significant downturn in the number of EU, and particularly non-EU, applications in the last three months of 2008.

Number of newly registered qualifications:

	Ireland 2007	Ireland 2008	EU 2007	EU 2008	Non-EU 2007	Non-EU 2008	Total 2007	Total 2008
General	918	974	704	714	1,296	511	2,918	2,199
Psychiatric	292	287	106	95	31	29	429	411
Children's	119	111	43	20	1	0	163	131
Intellectual								
Disability	167	183	18	11	0	0	185	194
Midwifery	158	168	122	98	15	10	295	276
Nurse Prescriber	0	44	0	0	44			
Public Health	120	131	2	10	2	0	124	141

Continued	Ireland 2007	Ireland 2008	EU 2007	EU 2008	Non-EU 2007	Non-EU 2008	Total 2007	Total 2008
Tutor	31	20	1	2	2	0	34	22
Total	1805	1,918	996	950	1,347	550	4,148	3,418
2007 → 2008		+113		-46		-797		-730
2007 → 2008		↑ 6%		↓ 5%		↓ 59%		↓ 18%

Country of Training of new EU registrants:

Country - 2007	Country - 2008
1st: United Kingdom = 676	1st: United Kingdom = 574
2nd: Poland = 124	2nd: Poland = 123
3rd: Germany = 84	3rd: Germany = 67
4th: Lithuania = 30	4th: Portugal = 59
5th: Finland = 25	5th: Romania = 22
13 other countries	18 other countries

Country of Training of new non-EU registrants:

Country - 2007	Country - 2008
1st: India = 1,868	1st: India = 295
2nd: Philippines = 195	2nd: Philippines = 94
3rd: Australia = 49	3rd: Australia = 68
4th: Nigeria = 46	4th: New Zealand = 22
5th: New Zealand = 27	5th: Nigeria = 18
19 other countries	19 other countries

Registration Appeals

The Registration Appeals Committee was established in May 2003.

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 **2008** a total of **68** appeals were considered.

Certificate of Current Professional Status Requests (Verification requests)

Certificates of Current Professional Status (CCPSs) are issued for nurses/midwives who wish to register

abroad. CCPSs are sent directly from An Bord Altranais to the equivalent Competent/Regulatory Authority in the country/state where the nurse/midwife is seeking registration. A nurse/midwife may apply for more than one CCPS of registration in any given year.

- **3,108** individuals made a total of **5,623** CCPS requests in 2008.

NOTE: CCPS requests do **not** equate to travel. An individual may request more than one CCPS in any one year. A separate CCPS is issued for each Division of the Register.

Country CCPS breakdown	Number of requests - 2007	Number of requests - 2008
Australia	1,641	4,896
Canada	158	282
United Kingdom	163	272
United States of America	117	88
New Zealand	44	55
Other countries	45	30
Total	2,168	5,623

The highest numbers of individuals requesting a CCPS were nurses/midwives educated and trained in India, with the majority of these nurses/midwives requesting this document to issue to Australian Competent/Regulatory authorities.

Nationality of individuals requesting CCPS breakdown	Number of individuals 2007	Number of individuals 2008
Africa	0	1
Australia	0	9
Brazil	0	1
British Indian Ocean Territory	0	1
Canada	3	2
China	4	5
Czech Republic	1	3
Finland	1	0
France	0	1
Germany	7	11
Ghana	0	1
Greece	0	1
India	335	1,884
Ireland	528	805
Kenya	2	2
Korea, Republic of	1	2

Nationality of individuals requesting CCPS breakdown	Number of individuals 2007	Number of individuals 2008
Liberia	0	1
Lithuania	0	3
Netherlands	0	1
New Zealand	13	19
Nigeria	13	15
Peru	0	1
Philippines	183	262
Poland	3	4
South Africa	1	7
Spain	3	5
United Kingdom	36	51
United States of America	3	3
Zambia	1	0
Zimbabwe	0	7
Total	1,139	3,108

On 1st November, 2008 an Bord Altranais introduced a new policy for all individuals requesting a CCPS to issue to an Australian State or Territory. There are nine such States/Territories in Australia and prior to November 2008 a nurse/midwife could nominate up to three States/Territories where a CCPS could be issued for one CCPS fee. After 1st November, 2008 a nurse/midwife must pay a CCPS fee per State/Territory nominated.

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.

auditor's report

Auditor's Report and Financial Statements for the Year 2008

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

contents

Auditor's Certificate to An Bord Altranais	35
President's Statement on the systems of Internal Financial Control	36
Code of Practice for the Governance of State Bodies	37
Income and Expenditure Account	38
Balance Sheet	39
Cash Flow Statement	40
Accounting Policies	41
Notes to the Financial Statements	42
Schedules to Accounts	44

Auditor's Certificate to An Bord Altranais

Introduction

I have audited the financial statements on pages 38 to 44.

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 2008 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
4th December 2009.

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.

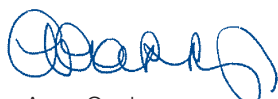
Major information systems

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 will appoint 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 2008, which require disclosure in the financial statements or the auditor's report on the financial statements.

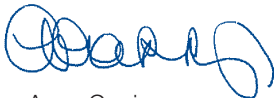


Anne Carrigy
President of An Bord Altranais.

Code of Practice for the Governance of State Bodies

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

Income and Expenditure Account

For the year ended 31st December 2008

		2008	2007
		€	€
Income			
Annual Retention Fee		5,165,727	4,688,530
Registration Fee		544,328	687,008
Verification Fee		162,460	58,732
Nursing Careers Centre		610,000	600,000
Library and Publications		2,621	617
Superannuation Contributions	Note 4	222,223	192,814
Other Income		306,857	522,341
Total Income		7,014,216	6,750,042
Expenditure			
Accommodation Costs	Schedule 1	559,638	833,457
Staff Costs	Note 5	3,146,263	3,150,018
Other Administration Costs	Schedule 2	1,077,743	1,119,110
Election		0	102,124
Fitness to Practice		935,780	1,038,508
Library		41,208	34,990
Newsletter		270,297	239,348
Projects	Schedule 3	52,569	21,236
Nursing Careers Centre	Schedule 4	331,757	381,647
Depreciation		385,422	367,506
Total Expenditure		6,800,677	7,287,944
Surplus/(Deficit) on Ordinary Activities		213,539	(537,902)
Surplus on the disposal of Fixed Assets	Note 1(b)	0	5,859,716
Surplus/(Deficit) on Activities		213,539	5,321,814
Statement of Recognised Gains and Losses			
Net surplus/(deficit) as reported in the Income and Expenditure Account		213,539	5,321,814
Net transfer to accumulated surplus/(deficit) from Revaluation Reserve on disposal of assets		0	6,401,257
		213,539	11,723,071
Statement of of Movement in Accumulated Reserves			
At 1 January		13,047,449	1,324,378
Recognised gain/(loss) for year		213,539	11,723,071
At 31 December		13,260,988	13,047,449


Anne Carrigy, President


Eugene Donoghue, Chief Executive Officer

The accompanying notes are an integral part of these accounts

Balance Sheet

For the year ended 31st December 2008

		2008		2007	
		€	€	€	€
Fixed Assets	Note 1(a)		18,203,073		18,314,914
Current Assets					
Cash at Bank and in Hand		2,869,074		2,445,605	
Debtors and Prepayments		162,770		471,973	
Stock		8,437		13,514	
		3,040,281		2,931,092	
Current Liabilities					
Amounts falling due within one year	Note 2 (a)	(3,465,043)		(3,553,294)	
Net Current Assets/(Liabilities)			(424,762)		(622,202)
Non-Current Liabilities					
Amounts falling due after one year	Note 2 (b)		(4,340,189)		(4,468,129)
			13,438,122		13,224,583
Represented By					
Accumulated Fund			13,260,988		13,047,449
Revaluation Reserve			0		0
General Reserve			177,134		177,134
			13,438,122		13,224,583


Anne Carrigy, President


Eugene Donoghue, Chief Executive Officer

The accompanying notes are an integral part of these accounts

Cash Flow Statement

For the year ended 31st December 2008

	2008	2007
	€	€
Net Cash Inflow/(Outflow) from Ordinary Activities	824,990	(191,013)
Investing Activities		
Net proceeds from sale of property	0	12,948,876
Payments to acquire fixed assets	(273,581)	(3,640,697)
Net Cash (Outflow)/Inflow	551,409	9,117,166
Decrease/(Increase) in Cash & Equivalents	551,409	9,117,166

Notes to Cash Flow Statement

1. Reconciliation of Operating Surplus to Net Cash Inflow

Operating Surplus/(Deficit)	213,539	(537,902)
Depreciation Charge	385,422	367,506
(Increase)/Decrease in Stocks	5,077	(11,765)
(Increase)/Decrease in Debtors	309,203	(371,406)
Increase/(Decrease) in Creditors	(88,251)	362,554
Net Cash (Outflow)/Inflow	824,990	(191,013)

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

Balances at 1st January	(2,022,524)	(11,139,690)
Net Cash (Outflow)/Inflow	551,409	9,117,166
Balance at 31 December	(1,471,115)	(2,022,524)

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

	31 Dec 2008	1 Jan 2008	Change
	€	€	€
Cash at Bank and In Hand	2,869,074	2,445,605	423,469
Asset Financing	(4,340,189)	(4,468,129)	127,940
	(1,471,115)	(2,022,524)	551,409


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 31/12/07. 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 2008	18,315,525	124,342	462,578	599,301	96,295	19,598,041
Additions	111,250	48,609	65,894	46,860	968	273,581
Disposals	-	-	-	-	-	0
At 31 December 2008	18,426,775	172,951	528,472	646,161	97,263	19,871,622
Accumulated Depreciation						
At 1 January 2008	420,770	30,851	271,181	514,217	46,108	1,283,127
Charge for Year	247,237	17,294	52,847	58,318	9,726	385,422
Depreciation on Disposals	-	-	-	-	-	0
At 31 December 2008	668,007	48,145	324,028	572,535	55,834	1,668,549
Net Book Value at 31 December 2008	17,758,768	124,806	204,444	73,626	41,429	18,203,073
Net Book Value at 31 December 2007	17,894,755	93,491	191,397	85,084	50,187	18,314,914

(b) Surplus on disposal of Fixed Assets

	2008 €	2007 €
Proceeds from sale of property	0	13,111,111
Less: professional fees	0	(162,235)
Net proceeds from the sale of property	-	12,948,876
Cost or Valuation of disposals	Note 1(a)	0
Accumulated Depreciation on disposals	Note 1(a)	0
Net Cost or Valuation of disposals	-	7,089,160
Surplus on disposal of Fixed Assets	-	5,859,716

2. Creditors

(a) Amounts falling due within one year

Trade Creditors and Accruals	683,906	1,025,153
Fees Received in Advance	2,781,137	2,528,141
	3,465,043	3,553,294

(b) Amounts falling due after one year

IIB Bank Mortgage	4,340,189	4,468,129
	4,340,189	4,468,129

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 monies to be recouped from previous employers of six pensioners, relating to periods of service with these employers.

5. Staff Costs

Staff costs include €16,608 (2007 - €55,084) 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 2008, An Bord Altranais complied in all material respects with the provisions of the Act.

Schedules to Accounts

For the year ended 31st December 2008

Schedules	2008 €	2007 €
1. Accommodation		
Mortgage Interest	221,438	353,009
Cleaning	64,314	44,380
Insurance	32,637	32,091
Light and Heat	38,676	37,451
Repairs and Maintenance	202,573	366,526
Total	559,638	833,457
2. Other Administration Costs		
Travel and Subsistence	183,065	253,411
Telephone	38,168	51,873
Postage	231,054	267,163
Printing and Stationery	160,177	261,462
Staff Training and Recruitment	40,922	26,711
Professional Fees	253,166	77,467
Bank Interest and Charges	48,034	39,862
Computer	65,280	82,602
Miscellaneous	57,877	58,559
Total	1,077,743	1,119,110
3. Projects		
Scope of Practice Project	0	0
Nurse Prescribing Project	5,597	96,414
Assessment of Competencies Project	0	20,000
Distance Education	-	(126,974)
European Federation of Nursing Professions	13,639	31,796
5 Points of Entry Project	33,333	0
Total	52,569	21,236
4. Nursing Careers Centre		
Recruitment Expenses	285,457	335,418
Local Appointments Commission	46,300	46,229
Total	331,757	381,647

appendices

An Bord Altranais report of the year 2008

Appendix One: An Bord Altranais Board Members

Appointed Members 2007-2012



Mrs. Anne Carrigy

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

President

ADMINISTRATION – GENERAL NURSING



Mr. John Murray

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

Vice President

CLINICAL PRACTICE –
PSYCHIATRIC NURSING



**Mrs. Jacqueline
Burke**

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

TRAINING – GENERAL
NURSING



Mrs. Deirdre Duffy

*PUBLIC HEALTH NURSE
Health Centre
Glenside Road
Wicklow.*

CLINICAL PRACTICE –
PUBLIC HEALTH NURSING



Ms. Aine Enright

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

CLINICAL PRACTICE –
INTELLECTUAL DISABILITY
NURSING



**Ms. Louise
Gallagher**

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

TRAINING – MIDWIFERY



Ms. Marie Gilligan

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

ADMINISTRATION –
INTELLECTUAL DISABILITY
NURSING



Ms. Mary Godfrey

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

TRAINING – PAEDIATRIC
NURSING



**Ms. Mary
Kenneally**

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

CLINICAL PRACTICE –
PSYCHIATRIC NURSING



**Ms. Maureen
Kington**

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

CLINICAL PRACTICE –
MIDWIFERY



Ms. Cathryn Lee

*CLINICAL NURSE
MANAGER
University College Hospital
Galway.*

CLINICAL PRACTICE –
GENERAL NURSING



**Mr. Gerard
Maguire**

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

TRAINING – PSYCHIATRIC NURSING



Mr. John McCardle

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

ADMINISTRATION – PSYCHIATRIC NURSING



Ms. Orla O'Reilly

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

TRAINING – INTELLECTUAL
DISABILITY NURSING

**Ms. Virginia Pye**

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

ADMINISTRATION – PUBLIC
HEALTH NURSING

**Ms. Siobhan Quirke**

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

CLINICAL PRACTICE –
GENERAL NURSING

**Ms. Pauline Treanor**

*DIRECTOR OF MIDWIFERY
Rotunda Hospital
Dublin 1.*

ADMINISTRATION –
MIDWIFERY

**Dr. Robert Burns**

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

REGISTERED MEDICAL
PRACTITIONER –
PSYCHIATRIC NURSE
TRAINING HOSPITAL

**Mr. Richard Dooley**

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

HEALTH SERVICE EXECUTIVE MANAGEMENT
REPRESENTATIVE

**Mr. Tim Kennelly**

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

NON-HEALTH BOARD
HOSPITAL
REPRESENTATIVE

**Ms. Eimear McAuliffe**

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

REPRESENTATIVE FROM THE FIELD OF EDUCATION

**Ms. 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. Anne Sheehan**

*General Public Interest
Representative*

GENERAL PUBLIC INTEREST
REPRESENTATIVE

**Ms. Sheila Sugrue**

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

DEPARTMENT OF HEALTH
AND CHILDREN
REPRESENTATIVE

Awaiting Appointment

REGISTERED MEDICAL PRACTITIONER

REGISTERED MEDICAL PRACTITIONER -
GENERAL TRAINING HOSPITAL

Appendix Two: Board Committees

Registration Appeals Committee

Terms of Reference:

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

Committee Members

Anne Carrigy - Chairperson

John Murray

Pauline Treanor

Maureen Kington

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.

3.2. The Committee shall have:

- Authority and the resources to investigate any matters within its terms of reference;
- Full access to information; and
- Authority to obtain external professional advice and to invite relevant experts to attend meetings if necessary.

4. External and Internal Audit

4.1. The external auditor and the internal auditor shall be invited to attend meetings of the Committee at least once a year, without staff of the Board present, to discuss the annual audit of the Board's financial accounts and internal audit matters.

4.2. The Committee shall ensure that there is an appropriate internal audit function, as specified under the Board's formal Charter for Internal Audit, to ensure that An Bord Altranais is fully compliant with all internal audit requirements under the Code of Practice for the Governance of State Bodies.

4.3. The Committee shall periodically consult with the external auditor regarding the operation, resourcing and work programme of the internal audit function.

4.4. The internal auditor shall report directly to the Committee and shall also have access to the President of An Bord Altranais and the Chairperson of the Committee.

4.5. The Committee shall ensure that the independence of the internal and external audit functions is maintained.

4.6. The internal auditor shall act on behalf of the Board in carrying out internal audits and no operational area or level within the organisation shall be precluded from internal audit review.

5. Reporting to the Board

5.1. The Committee shall report and make recommendations to the Board on:
External audit reports and requirements;
Internal audit reports and requirements;

6. Confidentiality

6.1 A Committee member shall not, without the consent of the Board, disclose confidential information obtained by him/her, or as a result of having performed, duties as a member of the Committee.

Committee Members

Tim Kennelly - Chairperson

Anne Carrigy

Ann Sheehan

Richard Dooley

John McCardle

Marie Gilligan

Education and Training Committee

Terms of Reference

- Establish the professional requirements and standards for nurse and midwifery education programmes including programmes leading to Registration;
- Provide an approval process to determine that third level institutions and health care institutions meet the requirements and standards for the provision of programmes leading to Registration;
- Monitor and evaluate standards in practice for the education and training of nurses and midwives;
- Satisfy itself as to the suitability of an institution to provide nursing and midwifery education approved by the Board;
- Satisfy itself as to the standards of theoretical and practical knowledge required for Registration with the Board;
- Ensure that the requirements relating to education and training of nurses and midwives for Registration satisfy the minimum standards specified in any Directive or Regulation adopted or made by the Council of European Communities which relates to qualifications required by nurses and midwives to secure Registration;
- Satisfy itself as to the adequacy and suitability of post registration courses for nurses and midwives provided by bodies recognised by the Board for that purpose;
- Engage in research into the education and training of nurses and midwives, including the formulation of experimental curricula and the evaluation of existing programmes;
- Maintain statistical records related to attrition from programmes and collate and present such records for the purposes of manpower planning to the Department of Health and Children;
- Ensure through education and training that protection of the public is set in standards which ensure public confidence in nurses and midwives;
- Monitor on-going changes in service delivery and assess the impact of such change on pre-registration education syllabi and the assessment of competencies to enter the Register of Nurses.;
- Provide guidance to the profession in relation to educational issues;
- Support the continuing professional development of nursing and midwifery through publications, seminars and conferences;
- Provide a quality assurance mechanism in partnership with service providers and education providers;

Membership of the Education and Training Committee:

- The committee shall be set up on the commencement of a Board's term of office for the duration of the Board;
- The number of members of the Committee shall not exceed 17 including the President and the Vice-President;
- Membership shall include at least 11 members of An Bord Altranais and no more than 5 places will be reserved for representatives of the third-level colleges 4 of whom should directly be involved in offering pre-registration nursing and/or midwifery programmes. The other position would be reserved for the representative of 'third level educational establishments' or 'a person who is experienced in the field of education' appointed by the Minister for Health and Children to An Bord Altranais;
- The 3 members to be appointed from the third-level colleges' constituency will comprise representation

of the Universities and the Institutes of Technology involved in pre-registration education on a pro-rata basis of students within the particular educational sector;

- Membership of the colleges' constituency will be invited through the representative bodies of the Heads of the Colleges decided by the representative bodies;
- Membership from An Bord Altranais representing each of the divisions of the Register of Nurses includes 3 representatives each of education, management and practice;
- 1 member appointed to represent the Directors of Centres for Nurse/Midwife Education;
- 1 member appointed to represent the Directors of Nursing and Midwifery Planning and Development Units;
- The quorum for the Committee shall be 5;
- The committee shall meet at least four times a year.

Committee Members

BOARD MEMBER APPOINTMENTS:

Anne Carrigy - Chairperson

Louise Gallagher

John Murray

Aine McHugh

Marie Gilligan

Jacqueline Burke

Mary Godfrey

Mary Kenneally

Aine Enright

Virginia Pye

Sheila Sugrue

Gerard Maguire

EXTERNAL APPOINTMENTS:

Pauline Coughlan

Teresa Lee

Mary Wynne

Maura Pidgeon

Ethics Committee

Terms of Reference

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

Membership of the Ethics Committees:

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

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

Committee Members

BOARD MEMBER APPOINTMENTS:

Anne Carrigy - Chairperson

Tony Morris

Jacinta Mulhere

Mary Godfrey

Aine Enright

Gerard Maguire

Jacqueline Burke

Peter McKenna

EXTERNAL APPOINTMENTS:

Alan Kearns

Catherine O'Neill

Paul Murray

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

John Murray

John McCardle

Tony Morris

Siobhan Quirke

Tim Kennelly

Richard Dooley

Gerard Maguire

Ann Sheehan

Cathryn Lee

Jacqueline Burke

Aine Enright

Midwifery Committee

Terms of Reference

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

Membership of the Midwifery Committee:

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

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

Committee Members

BOARD MEMBER APPOINTMENTS:

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

EXTERNAL APPOINTMENTS:

Declan Devane
 Elke Hasner

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

Terms of Reference:

1. To validate the goals/targets set for the Chief Executive Officer;
2. To review self assessment of performance by the Chief Executive Officer;
3. To make recommendation to the Board of An Bord Altranaís for the application of the Performance Award Scheme;
4. To transmit the results of their considerations to the General Secretary of the Department of Health and Children;
5. 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

BOARD MEMBER APPOINTMENTS:

Anne Carrigy - Chairperson
 Tim Kennelly
 Richard Dooley
 Gerard Maguire

EXTERNAL APPOINTMENT:

Dera McLoughlin

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	Siobhan Quirke
Cathryn Lee	Jacinta Mulhere
Maureen Kington	John Murray
Orla O'Reilly	Robert Burns
Cathriona Molloy	Jacqueline Burke
John McArdle	Mary Godfrey
Ann Sheehan	Marie Gilligan
Mary Kenneally	Deirdre Duffy
Eimear McAuliffe	Aine McHugh

Appendix Three: Board Representation on External Committees

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

Crisis Pregnancy Agency Consultative Committee
Representative: Ursula Byrne

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

Nursing & Midwifery Research Committee
Representative: Anne-Marie Ryan

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

FEPI Vice-President
Anne Carrigy

FEPI Working Group in Nursing Education Training and Competences
Representative and Chair: Anne-Marie Ryan

Accreditation Committee, Pre Hospital Emergency Care Council
Representative: Ursula Byrne

Advisory Group for the Dementia Services Information and Development Centre
Representative: Thomas Kearns

Department of Health and Children Practice Development Steering Committee
Representative: Anne-Marie Ryan

HSE – Resource & Implementation Group on Nurse and Midwife Prescribing
Representative: Anne-Marie Ryan

Conjoint European Working Time Directive Group
Representative: Anne-Marie Ryan

Medical Council
Representative: Anne Carrigy

Forum for Healthcare Regulators
Representative: Eugene Donoghue

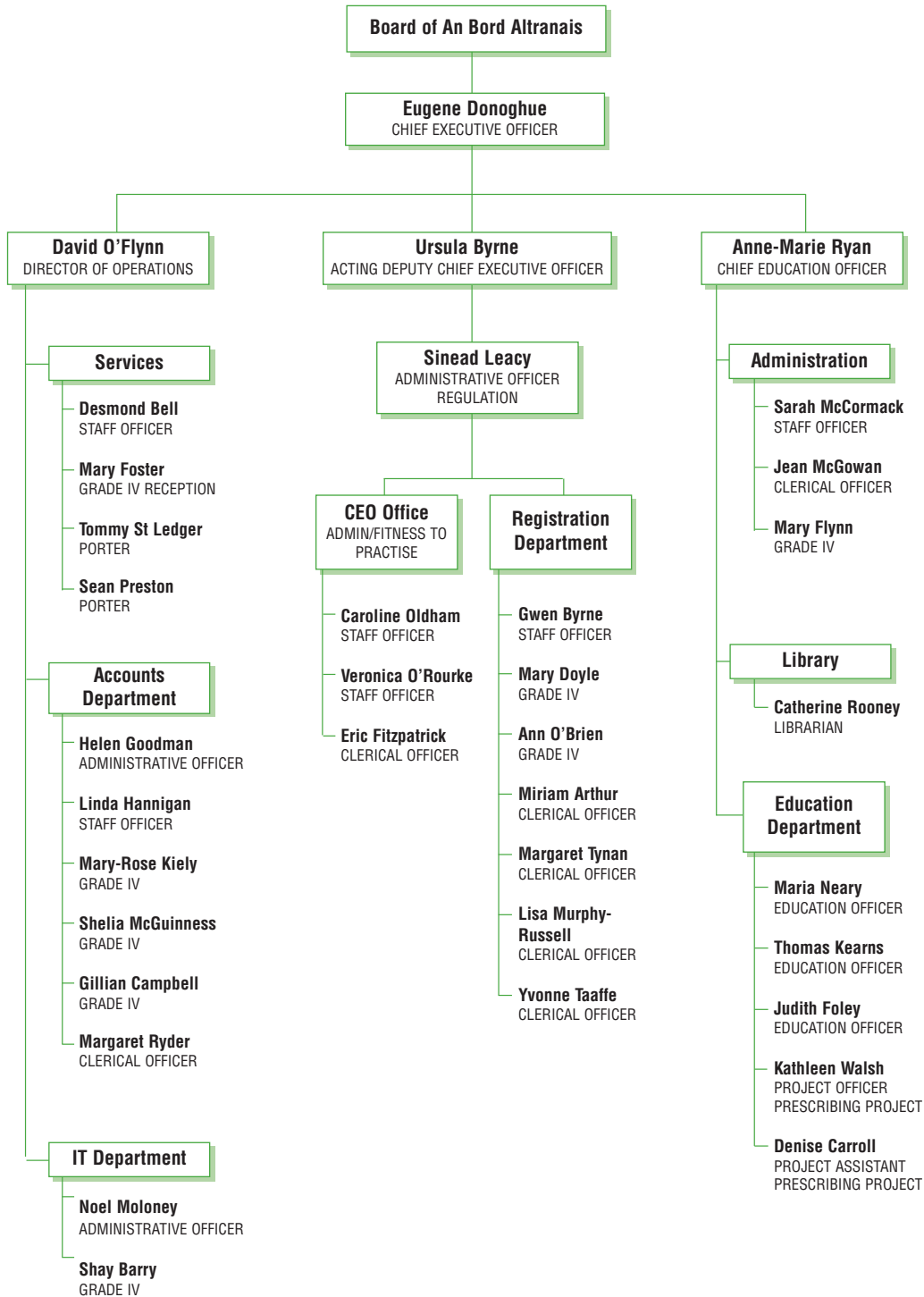
Health Service Executive Working Group on the Management of Violence and Aggression in the Workplace
Representative: Thomas Kearns

HIQA - National Quality Standards Group (Standards for Services for people with disabilities)
Representatives: Aine Enright and Orla O'Reilly

National Health Consultative Forum 2008
Representative: Anne Carrigy and Eugene Donoghue

Appendix Four: An Bord Altranais Organisation Chart

As at 31st December, 2008



Appendix Five: Higher Education Institutions and Associated Healthcare Institutions

Higher Education Institutions Approved for Pre-Registration Honours Degree Programmes at 31st December 2008

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 2008

General Nursing

Adelaide Hospital, Dublin
Meath Hospital, Dublin
Beaumont Hospital, Dublin
Bon Secours Hospital, Cork
Cork University Hospital
Mercy University Hospital
South Infirmary – Victoria University Hospital
Connolly Hospital, Dublin
Letterkenny General Hospital
HSE Mid Western Regional General Nursing Services - Regional Hospital Limerick
Mater Misericordiae University Hospital, Dublin
HSE Dublin North East General Nursing Services - Our Lady of Lourdes Hospital, Drogheda
Portiuncula Hospital, Galway
St James's Hospital, Dublin

St Michael's Hospital, Co. Dublin

St Vincent's University Hospital, Dublin

Sligo General Hospital

Kerry General Hospital, Tralee

HSE Midland Area General Nursing Services

Galway University Hospitals

HSE South Eastern Regional General Nursing Services - Waterford Regional Hospital

Mayo General Hospital

Intellectual Disability Nursing

St Joseph's Intellectual Disability Services, Dublin

Daughters of Charity Intellectual Disability Services, Dublin

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

Intellectual Disability Services, Donegal

Cregg House, Sligo

St Anne's, Moore Abbey, Co. Kildare

Stewart's Hospital Services Limited, Dublin

COPE Foundation, Cork

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

HSE South Eastern Region & Voluntary Intellectual Disability Nursing Services

Psychiatric Nursing

HSE Midland Area Psychiatric Nursing Services

St Ita's Psychiatric Nursing Services, Co. Dublin

St Vincent's, Fairview, Dublin

HSE Dublin North East Psychiatric Nursing Services

HSE Western Area Psychiatric Nursing Services, Mayo

HSE Southern Psychiatric Nursing Services, Kerry

Donegal & Sligo/Leitrim Mental Health Services

HSE West Psychiatric Nursing Services, Galway

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

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

HSE South Psychiatric Nursing Services, Cork

St John of God Hospital, Stillorgan, Co. Dublin

HSE Mid Western Region Psychiatric Nursing Services

HSE South Eastern Region Psychiatric Nursing Services

Children's & General Nursing (Integrated)

The National Children's Hospital, Dublin

Our Lady's Children's Hospital, Dublin

Children's University Hospital, Dublin

Cork University Hospital

Midwifery

Coombe Women's and Infants University Hospital, Dublin

National Maternity Hospital, Dublin

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

Rotunda Hospital, Dublin

St Munchin's Regional Maternity Hospital, Limerick

HSE South - Cork University Maternity Hospital

University College Hospital, Galway



An Bord Altranais

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