

# 2011

## ANNUAL REPORT

AN BORD ALTRANAIS REPORT OF THE YEAR 2011



An Bord Altranais  
Nursing Board



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# Presidential Address

During 2011 the Board and Executive discussed the detailed responses made in the previous years to the draft Heads of Bill for the proposed new Nurses and Midwives legislation, which will replace the Nurses Act, 1985 with the Department of on a number of occasions and the Board are committed to working with the Minister and his officials in developing the new legislation. The Board welcomes the stated objective of the new legislation to protect the public in its dealings with both professions and to ensure the integrity of the professions through the promotion of high standards of education, training, practice and professional conduct.

I am pleased to report that a new set of requirements and standards for Post-Registration Nursing and Midwifery Education Programmes – incorporating the National Framework of Qualifications came into effect on 1st September, 2011. These requirements and standards represent a major revision to guidance for educational providers in relation to continuing and post registration education and training. These include major awards that are approved as An Bord Altranais Category 2 programmes. The document provides comprehensive guidance and will replace the current An Bord Altranais policy in this area.

The National Conference was held on Tuesday 17th May 2011 entitled *Strengthening Patient Protection and Professional Integrity by Maintaining Professional Competence*, with over 200 nurses and midwives from all over Ireland in attendance. The conference focused on the protection of the public by exploring diverse issues in maintaining professional competence.

This year's conference was followed by an interactive workshop with participants. The purpose of these workshops was to ascertain the beliefs and values of the conference attendees in relation to nurses and midwives in Ireland maintaining professional competence. A report on the findings of the workshop is published on the An Bord Altranais website. The Minister for Health Dr. James Reilly, T.D. addressed this year's conference.

Communicating more effectively with registered nurses and midwives was one of the Board's main strategic initiatives for 2011. Following on from a survey undertaken to find out the views of the professions on our current newsletter, the Board developed a newly designed newsletter which will be published biannually under the title *Regulation Matters*. The inaugural edition was published in November 2011. The revamped

newsletter will replace the present quarterly newsletter. The content of the new newsletter will clearly reflect the functions of An Bord Altranais and the work that the board does.

In addition to the two hard copies of the newsletter, an eZine has been implemented in acknowledgement of the profession's needs. The eZine is a web-based newsletter that will maximize accessibility and convenience and will allow the Board to share its latest news in a more direct and efficient manner. The eZine is published on a monthly basis.

In 2011 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 2011 a total of 8,977 individuals applied for 1,570 places on the various nursing programmes, including 2,287 mature applicants.

A major challenge continues to be the numbers of nurses wishing to register in Ireland. In 2011 the Board received 3,054 applications for registration, compared with 2,858 applications in 2010. The number of applications from non EU applicants increased from 409 in 2010 to 479 in 2011 and applications from EU applicants increased from 497 in 2010 to 533 in 2011. The number of nurses on the Board's active register now stands at 67,130.

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

In 2011, An Bord Altranais continued its work in the area of advanced practice. 14 RANPs/RAMPs were assessed and registered in many areas of advanced practice: Site visits were carried out and 9 new advanced practice posts were accredited.

The Board continues to process increasing numbers of Fitness to Practise applications. In 2011 the Board received 66 new applications and carried over a further 15 applications from 2010. Of these 51 cases were dealt with and 30 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 in particular the Nursing Policy Division. I very much appreciate the co-operation and expert assistance we received from the National Council for the Professional Development of Nursing and Midwifery, Health Service Executive, Voluntary Hospitals, Nursing and Midwifery Planning and Development Units and the Higher Education Authorities.

My final thanks go to the Chief Executive Officer and all her 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, as required by the Nurses Act 1985 continues to promote high standards of professional education, training and practice and professional conduct among nurses and midwives to ensure the protection of the public, throughout 2011. In the Education and Training functions assigned to it, it has continued to prescribe the manner in which and the conditions under which the registration/degree programme for General, Psychiatric and Intellectual Disability Divisions of the Register of Nurses since 2002, and a Children's and General Nursing (Integrated) programme and Midwifery programme since 2006 are provided. The concern of An Bord Altranais in the protection of the public acknowledges the issue of quality in education, actual clinical practice of nurses and midwives and the need for practice to be grounded in appropriate current evidence.

In keeping with its responsibility for protecting the public the Board continues its commitment to the effectiveness and efficiency of its approval processes. The Board through its quality of education framework continued its monitoring and evaluation role of standards in practice for the education and training of nurses and midwives throughout 2011.

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 2011 site visits were conducted at the following:

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

General Nursing

Psychiatric Nursing

Midwifery

Intellectual Disability Nursing

- National University of Ireland Galway and associated Healthcare Agencies for Programmes in:

General Nursing

Psychiatric Nursing

Midwifery

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

General Nursing

Psychiatric Nursing

Intellectual Disability Nursing

Midwifery

- St. Angela's College Sligo and associated Healthcare Agencies for Programmes in:

General Nursing

Intellectual Disability Nursing

Public Health Nursing

- University College Cork and associated Healthcare Agencies for Programmes in:

Midwifery

- University College Cork and associated Healthcare Agencies for Programmes in:

Midwifery

### Pre-Registration Honours Degree Courses – curriculum documents

The following pre-registration curriculum documents were approved in 2011:

- National University of Ireland Galway

Bachelor of Nursing Science – General

Bachelor of Nursing Science – Psychiatric

- Athlone Institute of Technology

Bachelor of Nursing Science – General

Bachelor of Nursing Science – Psychiatric

- University of Limerick

Bachelor of Nursing Science – Midwifery

## 2011 Annual Reports

Annual Reports related to registration programmes of Nurse Education and Training were received and adopted from all colleges in respect of approved programmes and monitoring of conditions.

## Post Registration Courses

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

### Post-Registration Category I Courses

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

## Online CPD Directory

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

In November 2010, the Board of An Bord Altranais approved the establishment of an online CPD Programme Directory. The Directory was launched in autumn 2011.

In-service training/education, seminars, study days, conferences and continued professional development activities that are not accredited by an academic awarding body, university or college can be submitted to An Bord Altranais for Category 1 Approval. Education providers requesting Category 1 approval submit a Category 1 Approval Submission Template and

must meet the criteria set down by An Bord Altranais for this approval. This approval is for one year at which time Educational providers must re-apply.

Category 1 approved courses can be searched for by topic, geographical region and/or through a key word search. The easy to use search facility will mean that registered nurses and registered midwives can quickly and simply access data in relation to in-service and continuing education programmes to address their own learning needs.

Programmes awarded An Bord Altranais Post Registration Category 1 approval is assigned An Bord Altranais Continuing Education Units (ABA CEU). This is in part resulting from the findings and recommendations of the evaluation of the An Bord Altranais Category 1 policy and process which revealed that Board approval should be based on a system of 1CEU=1 Hour. A review of the directory will be conducted within twelve months where users and educators will be provided with the opportunity to review and evaluate the directory. In 2011, 685 courses gained Category 1 approval.

## Post-Registration Courses

A new set of Requirements and Standards for Post-Registration Nursing and Midwifery Education Programmes-Incorporating the National Framework of Qualifications came into effect on 1st September 2011.

These requirements and standards represent a major revision to guidance for educational providers in relation to continuing and post registration education and training. These include major awards that are approved as An Bord Altranais Category 2 programmes. The document provides comprehensive guidance and will replace the current An Bord Altranais policy in this area.

Post-Registration Category II courses are specialist education courses for nurses and midwives that support practice development and service need and exclude those which lead to



registration. These courses are considered by the Education and Training Committee and approval is granted if programmes meet the criteria of the Education and Training Committee.

The categories of post registration programmes that An Bord Altranais approves include:

### Post Registration Course Leading to an Additional Registration with An Bord Altranais

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

### Post Registration Course Major Awards (Category 11 Approved Courses)

Category 2 programmes include a broad range of Major Award Courses excluding those leading to Registration with the Board. Specialist

programmes are post registration programmes designed, developed and conducted with reference to a specific body of knowledge and experience in an area of nursing and midwifery. Such courses must satisfy the criteria of An Bord Altranais (1989) in relation to specialist education courses.

### Post Registration Courses (Minor, Special and Supplemental Awards)

An Bord Altranais approves courses that are not major awards comprising minor awards, supplemental awards and special purpose awards. From the 1st September these courses must satisfy the criteria set out in the Requirements and Standards for Post-Registration Nursing and Midwifery Education Programmes - Incorporating the National Framework of Qualifications (An Bord Altranais, 2010).

**The following Post-Registration courses were approved in 2011:**

**2011 Post Registration Courses approved:**

HEI	Course leading to additional registration	Major Awards (Category II)	Minor, Special & Supplemental Awards
DCU	Higher Diploma in Children's Nursing Certificate in Nurse/Midwife Prescribing	Bachelor in Nursing Studies	
ITT		Diploma in Nursing Leadership Master of Science in Nursing	
NUIG	Certificate in Nursing (Nurse/Midwife Prescribing)	Post Graduate Diploma in Nursing – Oncology Post Graduate Diploma in Nursing – Peri-operative Post Graduate Diploma in Nursing – Emergency Care Master of Health Science and Higher Diploma in Occupational Health and Safety and Ergonomics	Post Graduate Certificate in Nursing – Specialist Practice

HEI	Course leading to additional registration	Major Awards (Category II)	Minor, Special & Supplemental Awards
RCSI		<p>Master of Science in Nursing/ Midwifery (Advanced Practice) Strand in Neonatology</p> <p>Master of Science in Nursing/ Midwifery (Advanced Practice) Strand in Epilepsy</p> <p>Master of Science in Nursing/Midwifery Advanced Practice Additional Strand Gastroenterology Care: Colorectal Screening and Disease Management</p> <p>Master of Science in Advanced Practice – Epilepsy Strand</p>	<p>Post Graduate Certificate in Nursing (Clinical Research)</p> <p>Diploma in Nursing (Care of the Older Person in a Residential/Nursing Home Setting)</p> <p>Breast Cancer Nursing (Level 8 NFQ)</p> <p>Breast Cancer Nursing (Level 9 NFQ)</p> <p>Haemodialysis Nursing (Level 8 NFQ)</p> <p>Haemodialysis Nursing (Level 9 NFQ)</p> <p>Heart Failure Nursing (Level 8 NFQ)</p> <p>Heart Failure Nursing (Level 9 NFQ)</p>
STACS		<p>Post Graduate Diploma in Nursing (Community Mental Health)</p> <p>Master of Health Sciences (Multidisciplinary)</p> <p>Master of Health Sciences (Specialist Nursing)</p>	
TCD	<p>Master of Science in Midwifery (Clinical Health Science Education)/Post Graduate Diploma in Professional Midwifery Studies</p> <p>Master of Science in Nursing (Clinical Health Science Education)/Post Graduate Diploma in Professional Nursing Studies</p> <p>Post Graduate Diploma in Clinical Health Sciences Education</p>	<p>Post Graduate Diploma/Master of Science Gerontological Nursing</p> <p>Post Graduate Diploma/ Master of Science</p> <p>Post Graduate Diploma/Master of Science in Professional Midwifery Studies</p> <p>Post Graduate Diploma/Master of Science in Professional Nursing Studies</p> <p>Post Graduate Diploma/Master of Science in Professional Nursing Studies (Child Health and Well Being)</p> <p>Master of Science in Nursing Advanced Nurse Practice</p>	Children's Palliative Care Modules
UCD		<p>Graduate Diploma/Master of Science in Clinical Leadership</p> <p>Graduate Diploma in Heart Failure</p>	Certificate in Heart Failure
UL	Certificate in Nurse/ Midwife Prescribing		
CNME			Certificate in Diabetes Nursing

## Equivalent Category II

### Background

An Bord Altranais at its meeting of the 18th November, 2010, approved a policy based on its current systems to:

1. Recognise valid credentials acquired by registered nurses and midwives from institutions outside the Republic of Ireland.
2. The standards and criteria shall be applied to determine the equivalence of programmes undertaken outside Ireland and for the period (January 2002 to September 2011) where programmes (not approved by An Bord Altranais) have been undertaken within the Republic of Ireland. This time frame will be ring fenced.

A sub-committee of the Education and Training Committee was formed to review programs outlined in number two above.

### Sub-Committee members

Mr John Murray (Vice President)

Ms Mary Godfrey

Mr Gerry Maguire

The committee met on four occasions and meetings were scheduled to coincide with Education and training meetings. The table below details the decisions taken by the sub-committee:

Course	College	Decision
MSc Integrated Counselling and	DCU	Approved
MSc Psychotherapy (2 cases)	UCD	Approved
PG Diploma Leadership and Management	RCSI	Approved
H. Diploma Health Promotion	NUIG	Approved
PG Diploma Mental Health Nursing	WIT	Not Approved
MA Drama Therapy	NUI Maynooth	Approved
PG Diploma Occupational Health and Safety	NUIG	Approved
MSc Leadership	RCSI	Approved

## Advanced Practice

In 2011, An Bord Altranais continued its work in the area of advanced practice.

14 RANPs/RAMPs were assessed and registered in the following areas of advanced practice:

Diabetes Mellitus  
Emergency  
Older Person Rehabilitation  
Older Person with Dementia  
Midwifery Care  
Women's Preventive Health  
Forensic Mental Health  
Liaison Mental Health  
Mental Health and Psychotherapy  
Recovery Mental Health.

Site visits were carried out and 9 new advanced practice posts were accredited in the following areas:

Diabetes Mellitus  
Emergency  
Haematology Adult  
Liaison Mental Health  
Recovery Mental Health.

On-going support including talks and development work was carried out by the Education Department.

## Assessments of applications for registration from overseas applicants

Overseas applications for registration who do not meet Directive 2005/36/EC of The European Parliament and the Council must undergo an individual educational assessment. In 2011, there were 378 applications from overseas requiring

an educational assessment. These applications were from 21 countries: 10 EU and 11 non-EU countries. The outcome of an educational assessment may be to:

Register

Refuse Registration

Require that a period of adaptation and assessment must be successfully completed as a pre-requisite to registration with An Bord Altranais.

## Appeals

An applicant may appeal a decision in the following instances:

Refusal of registration

Requirement to undertake adaptation and assessment

Failed period of adaptation and assessment.

In 2011, there were 11 appeals, 25% of whom were successful on presentation of new evidence.

## An Bord Altranais National Conference

The National Conference was held on Tuesday 17th May 2011 entitled *Strengthening Patient Protection and Professional Integrity by Maintaining Professional Competence*, with over 200 nurses and midwives from all over Ireland in attendance. The conference focused on the protection of the public by exploring diverse issues in maintaining professional competence.

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## European Council of Nursing Regulators

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

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

The General Assembly of FEPI was held on 5th-6th July 2011 in Belgrade, Serbia. An Bord Altranais was represented by Mrs. Anne Carrigy, President and Dr. Anne-Marie Ryan, Chief Education Officer. The following issues were discussed:

- Revisions to the Directive on Mutual Recognition of Professional Qualifications (2005/36/EU)
- European Professional Cards
- New membership from the Nursing Regulatory Bodies of France (ONI) and the Republic of Macedonia (FYROM).
- Opportunity to explore a European Accreditation Council for Continued Nursing Education (EACCNE).

The FEPI Working Group on Education, Training and Competences was held on 5th September 2011. A response of FEPI to the Green paper was discussed.

## Library

The Library continued to provide the following services:

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

The Library responds to telephone queries and requests and the following activities were processed in 2011:

Journal Articles /Staff requests (Copied):	947
Enquiries (Phone)	1037
Post-outs (ABA publications)	869
Interlibrary loans (requested by Irish Health Care Libraries)	139

## 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 2011 continued to be high, with a total of 8977 individual applicants for 1570 places. The breakdown of applications and places (which includes applications for more than one place) was as follows:

General nursing applications:	6570 for 860 places
Psychiatric nursing applications:	3057 for 290 places
Intellectual disability nursing applications:	2017 for 180 places
Midwifery applications:	8977 for 140 places
Children's and general nursing (integrated):	2292 for 100 places
Total mature applications (23 years of age or over on 1st January 2011 and not presenting education results):	2287
Total standard applications (presenting education results, regardless of age):	7146

### Ratio of applicants to places in 2011

General	1:8
Psychiatric	1:10
Intellectual disability	1:11
Midwifery	1:20
Children's and general (integrated)	1:23

### Mature code applicants

Applications to Nursing/Midwifery  
Pre-Registration Degree Programmes 2011

The number of applications to nursing/midwifery programmes in 2011 continues to be high, with a total of 8977 individual applicants for 1570 places. This figure is down minimally on 2010 figures (see Table below) and is accounted for by a decrease in standard code applicants. However, the overall ratio of applicants to places is unchanged from 2010 to 2011 at 6:1.

Year	No. of applications to N/M programmes			Overall Trend (no. of applicants)
		Standard	Mature	
2002	9605	7970	1851	
2003	7507	6069	1584	↓
2004	8642	7172	1671	↑
2005	8547	7190	1567	↓
2006	8866	7233	1934	↑
2007	8640	7058	1974	↓
2008	8119	6698	1738	↓
2009	9457	7927	1858	↑
2010	9014	7205	2222	↓
2011	8977	7146	2287	↓

The total number of applications for standard code (presenting education results, regardless of age) places was 7146. This figure is down by a fraction on 2010 figures (n=59).

The total number of applications for mature code (23 years of age or over on 1st January 2011 and not presenting education results) places was 2287. This figure is marginally up by 55 on 2010 figures and is the highest number of mature applicants since the introduction of the degree programmes.

### Applications to nursing/midwifery places by Discipline

The breakdown of applications and places (which includes applications for more than one place) was as follows:

- General nursing applications: 6570 for 860 places
- Psychiatric nursing applications: 3057 for 290 places
- Intellectual disability nursing applications: 2017 for 180 places
- Midwifery applications: 2741 for 140 places
- Children's and general nursing (integrated): 2292 for 100 places

The number of places available for the 2011 competition is unchanged at 1570. Of these, a quota is allocated to mature code applicants. As a guide only, this is approximately:

- 15% for children's and general nursing (integrated) programmes
- 15% for general nursing programmes
- 35% for intellectual disability nursing programmes
- 20% for midwifery programmes
- 35% for psychiatric nursing programmes.

### Ratio of places to applicants 2008, 2009, 2010 and 2011

Programme	Places 2008	Applicants 2008	Ratio	Places 2009	Applicants 2009	Ratio	Places 2010	Applicants 2010	Ratio	Places 2011	Applicants 2011	Ratio
General	1057	5899	1:6	860	6884	1:8	860	6565	1: 8	860	6570	1: 8
Psych	343	2805	1:8	290	3549	1:12	290	3036	1: 10	290	3057	1:10
Intellectual Disability	240	2265	1:9	180	2498	1:14	180	2025	1:11	180	2017	1:11
Midwifery	140	2434	1:17	140	2649	1:19	140	2629	1:19	140	2741	1:20
Children's and General Integ.	100	1807	1:18	100	2322	1:23	100	2352	1:23	100	2292	1:23
Total	1880	8119	1:4	1570	9457	1:6	1570	9014	1:6	1570	8977	1:6

### Standard Code Applicants

Using the above quotas, the number of standard applicants to places for each of the courses in 2011 is:

- General – 5140/731 = 7:1 (2010 7:1)
- Psychiatry – 2157/189 = 11:1 (2010 11:1)
- Intellectual Disability – 1477/117 = 13:1 (2010 13:1)
- Gen & CH – 1711/85 = 20:1 (2010 21:1)
- Midwifery – 2095/112 = 19:1 (2010 18:1)

### Mature Code Applicants

The number of mature code applicants to places for each of the courses in 2011 is:

- General – 1772/129 = 14:1 (2010 13:1)
- Psychiatry – 1093/101 = 11:1 (2010 10:1)
- Intellectual Disability – 629/63 = 10:1 (2010 10:1)
- Gen & CH – 664/15 = 44:1 (2010 41:1)
- Midwifery – 752/28 = 27:1 (2010 24:1)

### Preferences to places ratio 2008, 2009, 2010, 2011

Programme	First Pref 2008	First Pref 2009	First Pref 2010	First Pref 2011
General	2:1	4:1	4:1	4:1
Psychiatric	2:1	3:1	2:1	3:1
Intellectual Disability	2:1	2:1	2:1	2:1
Midwifery	5:1	5:1	7:1	6:1
Children's and General Integrated	4:1	6:1	7:1	6:1

The figures for applications to the Psychiatric and Intellectual Disability programmes are recorded below in view of the shortfall in 2010's competition.

#### Standard code:

2010 Psych = 2136, 2011 increase by 21.

2010 ID = 1470, 2011 increase by 7.

#### Mature code:

2010 Psych = 1059, 2011 increase by 34.

2010 ID = 622, 2011 increase by 7.

### Introduction of job simulation test 2011

The addition of the job simulation test to the aptitude test for mature code applicants was introduced in 2011 and feedback from the occupational psychologist at the PAS reported that it worked very well with a good spread of scores across each of the items.

In 2011 1620 applicants sat the test. Of those 979 passed which is a pass rate of 60%. A total of 400 people failed the tests but 201 failed the job simulation only. In 2010 at interview, 99 people were failed.

### Provision of information to registered nurses and midwives

In 2011, five 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 Altranaís approval (Category 2)
- Return to practice courses for nurses and midwives
- Financing of courses
- Contact details of all relevant organisations.



## Communications

Communicating more effectively with registered nurses and midwives was one of the Board's main strategic initiatives for 2011. In the Autumn 2010 edition of the current newsletter, readers were informed of future changes regarding the newsletter. It was explained that the current newsletter was costly and inefficient, and in order to fund development of new communications channels, it would no longer be produced as a quarterly publication.

To consider the changes needed, a Newsletter Implementation Group was set up in An Bord Altranais to examine this issue. A survey was conducted to find out the views of the professions on our current newsletter. The information gleaned from the survey was utilized within the new strategy and a newly designed newsletter will be published biannually under the title Regulation Matters. The inaugural edition was published in November 2011. The revamped newsletter will replace the present quarterly newsletter. The content of the new newsletter

will clearly reflect the functions of An Bord Altranais and the work that the board does.

In addition to the two hard copies of the newsletter, an eZine has been implemented in acknowledgement of the profession's needs. The eZine is a web-based newsletter that will maximize accessibility and convenience and will allow the Board to share its latest news in a more direct and efficient manner. The eZine is published on a monthly basis.

## External Submissions

An Bord Altranais participates with external bodies on a large number of matters relating to nurses/midwives and the practice of nursing and midwifery. As part of this participation with external bodies, An Bord Altranais participates in consultations through written submissions. During 2011 An Bord Altranais responded to a large number of consultations:

Submission:	Department of Health
Subject:	Review of Health Act 2007 (Care and Welfare of Residents in Designated Centres for Older People (Regulation 2009) S.I. No. 236 of 2009 and (Care and Welfare of Residents in Designated Centres for Older People) (Amendment) Regulations 2010 (S.I. No. 36 of 2010)
Date:	31st January 2011

Submission:	European Commission
Subject:	Consultation Paper by DG Internal Market and Services on the Professional Qualifications Directive – An Bord Altranais Response
Date:	7th March 2011

Submission:	National Cancer Control Programme
Subject:	National Cancer Nursing Strategy Development
Date:	June 2011

Submission:	Department of Health
Subject:	Review of the Mental Health Act 2001
Date:	August 2011

Submission:	Department of Health
Subject:	Public Health Policy Framework 2012-2020
Date:	October 2011

Submission:	Pharmaceutical Society of Ireland
Subject:	Consultation on draft Interim Accreditation Standards for the Bachelor of Science (Pharmacy)/Bachelor of Pharmacy Undergraduate Degree Programmes in Pharmacy. Version of 14.07.2011.
Date:	1st September 2011

Submission:	Pharmaceutical Society of Ireland
Subject:	The Draft Core Competency Framework for Pharmacists published by the Pharmaceutical Society of Ireland (PSI) (The Pharmacy Regulator).
Date:	November 2011

Submission:	European Commission
Subject:	Green Paper on the Modernisation of the Professional Qualifications Directive – An Bord Altranais Response
Date:	20th September 2011

Submission:	Dental Council
Subject:	Proposed Dental Council Guidance regarding Dental Health care workers working with HIV
Date:	4th October 2011

Submission:	Medical Council
Subject:	Draft further rules for the maintenance of professional competence
Date:	18th November 2011

### Board Representation on External Committees

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

Health Service Executive, Organ Donation and Transplantation Programme
Representative: Anne-Marie Ryan

Health Service Executive, National Steering Committee on Home Births
Representative: Anne-Marie Ryan

Department of Health- National Clinical Effectiveness Committee
Representative: Anne-Marie Ryan

Health and Social Care Regulatory Forum
Representative: Anne-Marie Ryan

Royal College of Physicians in Ireland, Working Group on Traffic Medicine

Representative: Anne-Marie Ryan

FEPI Working Group of Nursing Education Training and Competencies

Representative and Chair: Anne-Marie Ryan

European Health Management Association – EU Sector Skills Council on Employment and Skills for Nursing and the Care Workforce

Representative: Anne-Marie Ryan

ICN, Working Group for Credentialing

Representative: Anne-Marie Ryan

Department of Health Steering Group – Key Performance Indicators

Representative: Kathleen Walsh

HSE Patient First Initiative, Medication Safety Forum

Representative: Kathleen Walsh

HSE, National Clinical Leadership Development Project

Representative: Kathleen Walsh

HSE, X-ray prescribing

Representative: Kathleen Walsh

HIQA, National Standards for Safer Better Healthcare (2010-2012)

Representative: Thomas Kearns

Health and Social Care Regulatory Forum, Patient Safety Sub-group (2011)

Representative: Thomas Kearns

Advisory Group on the Dementia Services Information and Development Centre

Representative: Thomas Kearns

National Mental Health Project Steering Group

Representative: Thomas Kearns

HSE, Working Group Palliative Care Competency Framework

Representative: Judith Foley

HIQA, Advisory Group meeting, National Standards for the Protection and Welfare of Children

Representative: Judith Foley

Health and Social Care Regulatory Forum, Communications Network sub-group

Representative: Denise Carroll

# Administration

The Auditors Report and the Financial Statements for the year ended 31st December, 2011, appear at page 29. The Income and Expenditure Account for the year to 31st December, 2011 shows a deficit on extraordinary activities of €3,950,098. This compares with a surplus of €333,322 for the previous year.

There is an increase in Income of €277,421 from 2010 to 2011 and this is mainly attributable to:

- An increase of €281,085 in Registration Fee Income in 2011 from 2010, which is mainly due to the increase in the number of applicants from abroad applying for registration in Ireland.
- There was an increase of €39,310 in Verification Fee Income in 2011 over 2010, which is due to an increase in the number of verifications issued to other regulatory authorities on behalf of nurses and midwives applying for registration abroad.

There is an increase in Expenditure of €4,560,841 from 2010 to 2011 and this is mainly attributable to:

- An adjustment to the property value to reflect the current value of the premises.
- In 2011, Fitness to Practise costs showed an increase of €69,925 over 2010. This increase can be attributed to an increased level of activity in the number of inquiries held during 2011.

## Premises

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

### Internet

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

### Partnership

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

### Health and Safety

The Partnership Group oversees health and safety issues. In 2011, 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 joined An Bord Altranais in 2011, notably the Chief Executive Officer, Dr. Maura Pidgeon, and the Director of Corporate Services, Mr. Peter Dennehy, we wish them them a fulfilling and enjoyable career in An Bord Altranais.

A number of staff left An Bord Altranais 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.

# Regulation

## Fitness to Practise and Registration

### 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 remains largely unchanged from the previous year. The number of applications for an Inquiry should be set in the context of 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 2011 it equated to 0.1% of those on the Active Register. The majority of applications are received from health service employers and managers.

**Table I: Fitness to Practise Activity 2002 – 2011**

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Active Register	58,981	60,774	62,639	65,639	65,415	67,245	68,614	68,483	67,415	67,130
New Applications for Inquiry	27	21	32	42	45	71	75	67	59	66
Inquiries commenced	7	5	15	18	19	22	34	19	21	16
Duration of Inquiries - Days		1	1-4	1-5	1-2	1-5	1-8	1-4	1 - 6	1 - 7
Total number of days		5	26	27	25	30	46	32	33	30
Applications to High Court to confirm sanctions	6	3	8	12	12	14	23	9	12	13
Appeals to High Court	0	0	1	1	0	0	2	2	0	0
Consideration re Section 44	1	6	8	6	9	23	17	13	14	19
Application to High Court re Section 44	2	4	3	4	6	11	6	5	6	12
Consideration re Section 42		1	0	0	0	2	1	1	2	3
Application to High Court re Section 42	0	1	0	0	0	2	1	0	2	3

**2011:****Number of application considered:**

- 15 applications carried over from 2010
- 66 new applications considered in 2011
- In 23 cases (45%), the Committee decided to hold an Inquiry;
- In 28 cases (55%), the Committee decided that an Inquiry was not warranted;
- 30 cases were still under consideration at the end of 2011:

## Summary of Inquiries held 2011

No.	Source of application - Manager. - Public - Board - Other	Category - Clinical practice/ Competence - Behaviour. - Drug/Alcohol abuse. - Failure to adhere to Conditions.	Grounds for Inquiry: (a) Alleged professional misconduct	Grounds for Inquiry: (b) Alleged unfitness by reason of physical or mental disability	Grounds proven. (a), (b) or both (a) & (b)	No. of Days	Sanction	Comment
1	Other	Clinical practice/Competence	•		(a)	3	Censured	
2	Other	Clinical practice/Competence	•		(a)	3	Admonished	
3	Other	Clinical practice/Competence	•		(a)	3	Admonished	
4	Other	Clinical practice/Competence	•		(a)	3	Censured	
5	Other	Clinical practice/Competence	•		(a)	3	Conditions	
6	Public	Clinical practice/Competence	•		(a)	1	Advised & Condition	
7	Manager	Clinical practice/Competence	•		(a)	2	Erased	
8	Manager	Drug/Alcohol abuse	•	•	(a) & (b)	1	Erased	
9	Manager	Drug/Alcohol abuse Behaviour	•	•	(a)	1	Admonished & Conditions	
10	Manager	Behaviour	•		No finding	1	No sanction	
11	Manager	Behaviour	•	•	(a) & (b)	1	Erased	
12	Board	Failure to adhere to Conditions	•		(a)	1	Erased	
13	Manager	Clinical practice/Competence Behaviour	•		(a)	2	Censured & Conditions	
14	Manager	Clinical practice/Competence Behaviour	•	•	(a)	1	Censured	
15	Manager	Drug/Alcohol abuse	•	•	(a)	1	Erased	
16	Manager	Clinical practice/Competence	•		No finding	4	No sanction	
17	Manager	Drug/Alcohol abuse	•	•	(a)	1	Censure & Conditions	
18	Manager	Clinical practice/Competence Behaviour	•		(a)	1	Erased	
19	Manager & Board	Drug/Alcohol abuse	•	•	(a)	1	Advised	
Summary	Manager - 12 Public - 1 Board - 2 Other - 5 Erasure 6	Clinical practice/ Competence - 11 cases. Behaviour - 6 cases Drug/Alcohol abuse - 5 cases	All 19 cases	7 cases	(a) only - 16 cases (a) & (b) - 2 cases No finding - 2	22	Erasure 6 Suspension 0 Censure/Conditions 2 Advise/Conditions 1 Admonish/Conditions 1 Conditions only 1 Censure only 3 Admonish only 2 Advise only 1 No Sanction 2	

Inquiries 1 – 5 were held together, commenced in 2010 (2 days) and concluded in 2011 (3 days).



### 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.

During 2011, the Board removed the Conditions attached to 5 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 2011, the Board considered 19 such applications

- In twelve cases the Board decided to proceed with an application to the High Court. In nine of these cases the Order was confirmed by the High Court and in three cases the Court accepted an undertaking from the nurse.

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- In six 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.

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- In one case the Board decided not to proceed with an application to the High Court.

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### Section 42 applications

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

There were three cases considered by the Board in 2011 under this section of the Act. In all three cases, the Board decided to apply to the High Court for an Order pursuant to Section 42 of the Nurse's Act, 1985, and Orders were granted.

### Publication

Details of individual cases are published on the Nursing and Midwifery Board of Ireland (formally An Bord Altranais) website at [www.nmbi.ie](http://www.nmbi.ie)

## Registration annual statistics 2011

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

Statistics as of the 31st December, 2011, with comparative figures from 2010.

### Nurses Registered

	Active	Inactive	Total
2010	67,415	23,115	90,530
2011	67,130	24,570	91,700
2010 – 2011	↓ €85	↑ €1,455	↑ €1,170
2010 – 2011	↓ 0.42%	↑ 6.3%	↑ 1.3%

### Qualifications Registered

Active	Active 2010	Active 2011	Inactive 2010	Inactive 2011	Total 2010	Total 2011
General	56,266	55,819	19,376	20,529	75,642	76,348
Psychiatric	9,491	9,384	3,749	4,073	13,240	13,457
Children's	4,043	4,157	1,209	1,256	5,252	5,413
Intellectual Disability	4,467	4,615	842	890	5,309	5,505
Midwifery	12,444	12,065	5,566	5,937	18,010	18,002
Nurse Prescriber	238	386	1	2	239	388
Public Health	2,414	2,414	806	865	3,220	3,279
Tutor	581	600	198	200	779	800
Adv Nurse Practitioner	38	97	0	1	38	98
Adv Mid Practitioner	1	4	0	0	1	4
Other	202	182	402	421	604	603
Total	90,185	89,723	32,149	34,174	122,334	123,897

### Summary

As of 31st December, 2011 there were a total of 91,700 individuals registered with 123,897 qualifications.

Active file: 67,130 individuals with 89,723 qualifications.

### Inactive File

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

	2010	2011
Retired	9,549	10,472
Unemployed	994	1,013
Career Break	2,212	2,227
Working Abroad	6,172	6,513
Other	4,188	4,345
Total	23,115	24,570

### Number of applicants for registration

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

	Number of Applications - Ireland	Number of Applications - EU	Number of Applications - Non EU	Number of Applications
2010	1,952	497	409	2,858
2011	2,042	533	479	3,054
2010 – 2011	↑ 4%	↑ 6%	↑ 17%	↑ 9%
2010 – 2011	↑ 4.6%	↑ 7%	↑ 17%	↑ 9%

### Comparative figures for total EU applications & Non EU applications excluding Irish applications received for period January to December 2011

2010	Total EU/Non EU applications received	906	
2011	Total EU/Non EU applications received	1012	↑ 12%

### Educationally assessed applications

European Union trained applicants not entitled to direct registration under the provisions of EU Directive 2005/36/EC, plus non-European Union trained applicants for registration with An Bord Altranais are educationally assessed by An Bord Altranais. From January 2011 to December 2011 a total of 541 assessments, from a total of 21 countries took place, to include files that may have needed to be reviewed more than once by an education assessor.

### Number of newly registered qualifications

	Ireland 2010	Ireland 2011	EU 2010	EU 2011	Non-EU 2010	Non-EU 2011	Total 2010	Total 2011
General	899	1,039	238	212	45	69	1,182	1,320
Psychiatric	271	312	26	20	1	0	298	332
Children's	62	168	8	12	0	0	70	180
Intellectual Disability	182	204	3	1	0	1	185	206
Midwifery	217	115	14	13	0	0	231	128
Nurse Prescriber	110	148	0	0	0	0	110	148
Public Health	68	67	2	2	0	0	70	69
Tutor	25	22	1	0	0	0	26	22
Adv Nurse Practitioner	38	60	0	0	0	0	33	59
Adv Mid Practitioner	1	3	0	0	0	0	1	3
Total	1873	2,138	292	260	46	70	2,211	2,468
2010-2011		↑ 65		↓ 62		↑ 24		↑ 57
2010-2011		↑ 4%		↓ 1%		↑ 2%		↑ 2%

### Country of Training of new EU registrants

Country – 2010	Country – 2011
1st: United Kingdom = 211	1st: United Kingdom = 170
2nd: Poland = 16	2nd: Poland = 22
3rd: Lithuania = 13	3rd: Romania = 14
4th: Spain = 10	4th: Portugal = 9
5th: Germany = 9	5th: Spain = 6
+ 13 other countries	+ 11 other countries

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

Country – 2010	Country – 2011
1st: India = 13	1st: India = 49
2nd: Philippines = 11	2nd: Philippines = 12
3rd: United States = 5	3rd: USA = 2
4th: Australia, New Zealand & Nigeria = 4 each	4th: Australia, Iran, Russia, South Africa = 1 each
5th: South Africa, Kenya, China, Canada = 1 each	
0 other countries	0 other countries

### Certificate of Current Professional Status Requests (Verification requests)

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

- 2,059 individuals made a total of 2,383 CCPS requests in 2011.

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

Country CCPS breakdown	Number of requests – 2010	Number of requests – 2011
Australia	415	1,214
Canada	166	173
United Kingdom	829	725
United States of America	81	111
New Zealand	54	41
Other countries	30	119
Total	1,575	2,383

### Registration of Advanced Nurse Practitioners / Advanced Midwife Practitioners

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

Overview Statistics - Advanced Practice	2010	2011
Advanced Nurse Practitioners Registered	33	59
Advanced Midwife Practitioners Registered	1	3
Accredited Nurse Posts	40	90
Accredited Midwifery Posts	1	3

### Registration Appeals

In the appeals considered in 2011, 73% resulted in no change being made to the original decision. In the remaining 27% a decision was made in favour of the applicant as a result of new information received in support of the applicant's appeal.

Appeals	2010	2011
Overall number of Appeals	28	11
Appeal against Refused registration	21	6
Appeal against Prescribed adaptation and assessment	7	4
Appeal against Failed adaptation	0	1

# Auditor's Report and Financial Statements for Year 2011

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

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## Auditor's Certificate to An Bord Altranais

### Introduction

I have audited the financial statements on pages 33 to 39.

### 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 2011 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  
6th March 2013.



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

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

### Appropriate control environment

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

### Identify business risks and evaluate financial implications

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

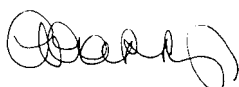
### Major information systems

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

### Monitoring the effectiveness of internal financial controls

In 2004 the Board agreed an Internal Audit Charter and established an Audit Committee. The Audit Committee appointed an internal auditor in early 2005. In accordance with its Terms of Reference the Audit Committee 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 2011, which require disclosure in the financial statements or the auditor's report on the financial statements.

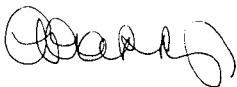


Anne Carrigy  
President of An Bord Altranais.

### 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:

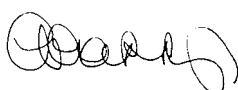
- All appropriate procedures for financial reporting, internal audit, procurement and assets' disposals are being carried out;
- A statement on the system of internal financial control is included with the financial statements in this report;
- Codes of Business Conduct for Board members and employees 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.

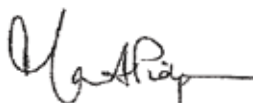
## INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2011

	Notes	2011 €€	2010 €
€			
<b>Income</b>			
Annual Retention Fee		5,435,642	5,154,557
Registration Fee		480,083	441,773
Verification Fee		122,350	86,523
Nursing Careers Centre		200,000	200,000
Superannuation Contributions	Note 4	111,568	138,945
Bank & Investment Interest		28,657	0
Other Income		2,661	81,742
<b>Total Income</b>		<b>6,380,961</b>	<b>6,103,540</b>
<b>Expenditure</b>			
Accommodation Costs	Schedule 1	449,696	517,163
Staff Costs		2,566,469	2,800,461
Other Administration Costs	Schedule 2	953,902	834,740
Fitness to Practice		1,012,327	942,402
Library		20,290	29,781
Newsletter		55,930	193,237
Projects		60,367	79,400
Nursing Careers Centre	Schedule 3	83,449	79,946
Depreciation		329,550	293,088
Impairment of Property		4,799,079	
<b>Total Expenditure</b>		<b>10,331,059</b>	<b>5,770,218</b>
<b>Surplus / (Deficit) on Activities</b>		<b>(3,950,098)</b>	<b>333,322</b>



Mrs. Anne Carrigy  
President

25 September 2012



Maura Pidgeon  
Chief Executive Officer

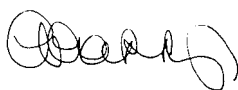
25 September 2012

The accompanying notes are an integral part of these accounts.

## BALANCE SHEET

### FOR THE YEAR ENDED 31 DECEMBER 2011

	Notes	2011 €€	2011 €	2010 €	2010 €€
<b>Fixed Assets</b>	1		12,579,853		17,584,931
<b>Current Assets</b>					
Cash at Bank and in Hand		4,073,573		3,112,607	
Debtors and Prepayments		388,385		165,713	
Stock		0		2,703	
		4,461,958		3,281,023	
<b>Current Liabilities</b>					
Amounts falling due within one year	2 (a)	(3,547,495)		(3,241,715)	
<b>Net Current Assets / (Liabilities)</b>			914,463		39,308
<b>Non-Current Liabilities</b>					
Amounts falling due after one year	2 (b)		(3,825,100)		(4,004,925)
			9,669,216		13,619,314
<b>Represented By</b>					
Accumulated Fund			13,619,314		13,285,992
Surplus/(Deficit) on Activities			(3,950,098)		333,322
			9,669,216		13,619,314



Mrs. Anne Carrigy  
President

25 September 2012



Maura Pidgeon  
Chief Executive Officer

25 September 2012

The accompanying notes are an integral part of these accounts.

## CASH FLOW STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2011

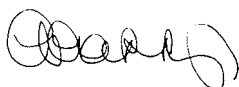
€	2011 €€	2010 €
Net Cash Inflow/ (Outflow) from Ordinary Activities	1,264,342	509,997
Net proceeds from sale of property	-	-
Payments to acquire fixed assets	(123,551)	(7,563)
Net Cash Inflow / (Outflow)	1,140,791	502,434
Decrease / (Increase) in Cash & Equivalents	1,140,791	502,434

### Notes To Cash Flow Statement

€	2011 €€	2010 €
<b>1. Reconciliation of Operating Surplus to Net Cash Inflow</b>		
Operating Surplus/(Deficit)	(3,950,098)	333,322
Depreciation Charge	329,550	293,088
Write off Impairment Value of Land	4,799,079	-
(Increase) / Decrease in Stocks	2,703	1,114
(Increase) / Decrease in Debtors	(222,672)	49,057
Increase / (Decrease) in Creditors	305,780	(166,584)
Net Cash Inflow/(Outflow)	1,264,342	509,997
<b>2. Analysis of Changes in Cash and Cash Equivalents During Year</b>		
Balances at 1st January	(892,318)	(1,394,752)
Net Cash (Outflow) / Inflow	1,140,791	502,434
Balances at 31 December	248,473	(892,318)

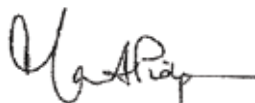
### 3. Analysis of Cash and Cash Equivalents shown in Balance Sheet

	31 Dec 2011 €€	1 Jan 2011 €	Change €
Cash at Bank and In Hand	4,073,573	3,112,607	960,966
Asset Financing	(3,825,100)	(4,004,925)	179,825
	248,473	(892,318)	1,140,791



Mrs. Anne Carrigy  
President

25 September 2012



Maura Pidgeon  
Chief Executive Officer

25 September 2012

The accompanying notes are an integral part of these accounts.

## Accounting Policies

### 1. Accounting Convention

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

### 2. Fixed Assets - Depreciation

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

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

### 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

The stock value is zero at end of year 2011

### 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 THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 DECEMBER 2011

#### 1. Fixed Assets

##### (a) Total Fixed Assets

	Freehold Land €	Premises €	Equipment & Fittings €	Computer Software €	Computer Equipment €	Telephone Equipment €	Total €
<b>Cost or Valuation</b>							
At 1 January 2011	6,064,912	12,378,773	181,216	562,274	653,073	97,263	19,937,511
Additions			22,918	83,536	17,097	0	123,551
Disposals	0 (4,799,079)	0	0	0	0	0	0 (4,799,079)
At 31 December 2011	1,265,833	12,378,733	204,134	645,810	670,170	97,263	15,261,983
<b>Accumulated Depreciation</b>							
At 1 January 2010	0	1,163,158	84,389	394,803	637,902	72,328	2,352,580
Charge for Year	0	247,575	20,413	39,618	17,717	4,226	329,549
Depreciation on Disposals	0	0	0	0	0	0	0
At 31 December 2011	0	1,410,733	104,802	434,421	655,619	76,554	2,682,129
<b>Net Book Value at 31 December 2011</b>	1,265,833	10,968,040	99,332	211,389	14,551	20,709	12,579,854
<b>Net Book Value at 31 December 2010</b>	6,064,912	11,215,615	96,827	167,471	15,171	24,935	17,584,931

#### 2. Creditors

	2011 €	2010 €
<b>(a) Amounts falling due within one year</b>		
Trade Creditors and Accruals	387,679	347,307
Fees Received in Advance	3,159,816	2,894,408
	<u>3,547,495</u>	<u>3,241,715</u>
<b>(b) Amounts falling due after one year</b>		
IIB Bank Mortgage	3,825,100	4,004,925
	<u>3,825,100</u>	<u>4,004,925</u>

### 3. Bank Borrowing

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. Contributions from employees who are members of the scheme are credited to the income and expenditure account when received. Pension payments under the scheme are charged to the income and expenditure account when paid. Only those superannuation payments which fall due to be paid in the current year of account are charged to the current income and expenditure account. No charge is made to the current income and expenditure in respect of any liability for pension payments, which fall due in later years.

Permanent staff of An Bord Altranais are members of the Local Government Superannuation Scheme. Contributions are deducted from salaries at the rate of 5% in respect of Pensions and 1.5% in respect of Spouses and Orphans Scheme. Pensionable staff appointed after 6th April 1995 are liable to pay Class A rates of PRSI and superannuation contributions of 3.0% 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

There were no retirement pensions or lump sums paid to former staff in the year 2011.

### 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 2011, An Bord Altranais complied in all material respects with the provisions of the Act.

### 8. Reserves

Accumulated Reserves 2011 amount to €9,669,216, (2010 restated €13 619,314), and represent the Accumulated Fund and the General Reserve.



## SCHEDULES TO ACCOUNTS

### FOR THE YEAR ENDED 31 DECEMBER 2011

	2011 €€	2010 €
<b>Schedules</b>		
<b>1. Accommodation</b>		
Mortgage Interest	128,189	122,035
Cleaning	54,641	62,056
Insurance	40,636	37,357
Light & Heat	38,860	38,360
Repairs & Maintenance	187,370	257,355
<b>Total</b>	<b>449,696</b>	<b>517,163</b>
<b>2. Other Administration Costs</b>		
Travel & Subsistence	101,356	138,922
Telephone	48,300	34,661
Postage	53,335	141,997
Print & Stationery	151,225	147,567
Staff Training & Recruitment	42,548	21,471
Professional Fees	297,473	135,669
Bank Interest & charges	40,299	45,284
Computer	157,535	105,397
Misc	61,831	63,502
<b>Total</b>	<b>953,902</b>	<b>834,470</b>
<b>3. Projects</b>		
Conferences and Promotions	0	14,437
Education Projects	46,590	45,011
European Federation of Nursing Professions	13,777	19,952
<b>Total</b>	<b>60,367</b>	<b>79,400</b>
<b>4. Nursing Careers Centre</b>		
Recruitment Expenses	17,992	66,585
Local Appointments Commission	65,457	13,361
<b>Total</b>	<b>83,449</b>	<b>79,946</b>

# Appendices One

## An Bord Altranais

### Board Members



**Mrs. Anne Carrigy**

Director Serious Incidents  
Management Team  
Health Service Executive  
Dr Steeven's Hospital, Dublin 8

President

Administration –  
General Nursing



**Mr. John Murray**

Community Mental  
Health Nurse  
Brook House,  
Cork Rd, Waterford

Vice President

Clinical Practice –  
Psychiatric Nursing



**Mrs. Jacqueline Burke**

Nurse Tutor  
School of Nursing,  
Midwifery and Health  
Systems  
University College Dublin.

Training – General Nursing



**Mrs. Deirdre Duffy**

Public Health Nurse  
Health Centre, Glenside  
Road, Wicklow

Clinical Practice – Public  
Health Nursing



**Ms. Aine Enright**

Clinical Nurse Manager  
Cheeverstown House Ltd.  
Dublin 6W.

Clinical Practice –  
Intellectual Disability  
Nursing



**Ms. Louise Gallagher**

Midwifery Tutor  
School Of Nursing &  
Midwifery  
Trinity College, Dublin 2.

Training – Midwifery



**Ms. Marie Gilligan**

Head Of Client Services  
Sisters of La Sagesse  
Services Cregg House,  
Sligo.

Administration –  
Intellectual Disability  
Nursing



**Ms. Mary Godfrey**

Nurse Tutor  
Director, Centre for  
Children's, Nursing  
Education, Our Lady's  
Children's Hospital,  
Crumlin, Dublin 12.

Training – Paediatric  
Nursing



**Ms. Mary Kenneally**

Staff Nurse  
Lakeview Psychiatric Unit,  
Naas Hospital,  
Co. Kildare

Clinical Practice –  
Psychiatric Nursing



**Ms. Maureen Kington**

Clinical Practice  
Development  
Co-ordinator, National  
Maternity Hospital, Holles  
Street, Dunlin 2.

Clinical Practice –  
Midwifery



**Ms. Cathryn Lee**

Clinical Nurse Manager  
University College  
Hospital, Galway.

Clinical Practice – General  
Nursing



**Mr. Gerard Maguire**

**Nurse Tutor**  
School of Nursing &  
Midwifery,  
Trinity College, Dublin 2.

**Training – Psychiatric  
Nursing**



**Mr. John McCardle**

**Assistant Director of  
Nursing**  
Donegal Mental Health  
Service, Tirconnail House,  
St. Conal's Hospital,  
Letterkenny, Co. Donegal

**Administration –  
Psychiatric Nursing**



**Ms. Orla O'Reilly**

**Nurse Tutor**  
School of Nursing,  
Dublin City University,  
Dublin 9.

**Training – Intellectual  
Disability Nursing**



**Ms. Virginia Pye**

**Director of Public Health  
Nursing**  
Health Centre, Longford  
Road, Mullingar,  
Co. Westmeath

**Administration – Public  
Health Nursing**



**Ms. Siobhan Quirke**

**Staff Nurse**  
St. Finbarr's Hospital,  
Douglas,  
Cork

**Clinical Practice – General  
Nursing**



**Ms. Pauline Treanor**

**Director of Midwifery**  
Rotunda Hospital  
Dublin 1.

**Administration –  
Midwifery**



**Dr. Robert Burns**

**Consultant Psychiatrist**  
St. Stephen's Hospital  
Glanmire, Cork.

**Registered Medical  
Practitioner – Psychiatric  
Nurse Training Hospital**



**Mr. Richard Dooley**

**Network Manager**  
South Eastern Hospital  
Group, Health Service  
Executive, Lacken, Dublin  
Road, Kilkenny

**Health Service  
Executive Management  
Representative**



**Mr. Tim Kennelly**

**Chief Executive Officer**  
St. John's Hospital,  
St. John's Square,  
Limerick.

**Non-Health Board  
Hospital Representative**



**Ms. Eimear McAuliffe**

**Assistant Director of  
Public Health Nursing**  
Health Service Executive,  
Dublin Mid-Leinster Local,  
Health Office, Tivoli Road,  
Dun Laoghaire, Co. Dublin

**Representative from the  
Field of Education**



**Ms. Áine McHugh**

**Nurse Tutor, School of  
Nursing, Midwifery and  
Health Systems, University  
College Dublin**

**Representative of  
Third Level Education  
Establishments Involved in  
the Education and Training of  
Nurses**



**Dr. Peter McKenna**

**Consultant Obstetrician/  
Gynaecologist**  
Rotunda Hospital,  
Dublin 1.

**Registered Medical  
Practitioner – Midwifery  
Training Hospital**



**Ms. Cathriona Molloy**

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

**General Public Interest  
Representative**



**Mr. Tony Morris**

**Principal Officer**  
Nursing Policy Division  
Department of Health and  
Children Dublin 2.

**Department of Health and  
Children Representative**



**Ms. Jacinta Mulhere**

**Clinical Nurse Specialist**  
Intellectual Disability  
Services, Peamount  
Hospital, Newcastle,  
Co. Dublin

**Appointed Nurse**



**Ms. Ann Sheehan**

**General Public Interest  
Representative**

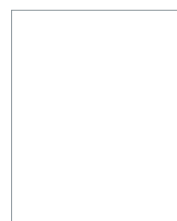
**General Public Interest  
Representative**



**Ms. Sheila Sugrue**

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

**Department of Health and  
Children Representative**



**Awaiting Appointment**

**Registered Medical  
Practitioner**

**Registered Medical  
Practitioner - General  
Training Hospital**

## Board Meeting Attendance 2011

Board Member	11/2	12/2	26/3	22/4	23/4	18/5	10/6	11/6	16/9	17/9	19/10	18/11	19/11	15/12	Total (14)
Anne Carrigy	•		•		•		•		•	•	•		•		8
Aine Enright		•	•	•	•					•		•	•		7
Orla O'Reilly	•	•	•			•	•		•			•	•		8
Chris Fitzgerald			•							•					2
Eamon Breathnach															
Pauline Treanor			•	•			•	•	•	•				•	7
Maureen Kington	•	•	•			•		•	•	•	•	•	•		10
Bobby Burns											•	•			2
Cathryn Lee			•				•	•			•	•	•	•	7
Derek Greene	•		•	•	•		•		•	•	•	•	•		10
Deirdre Duffy	•	•	•	•	•	•	•	•	•	•	•	•	•		13
John Murray	•	•	•	•	•	•	•	•	•	•	•	•	•	•	14
Mary Kenneally				•		•	•		•	•		•	•		7
Jacinta Mulhere		•			•	•		•				•	•	•	7
Cathriona Molloy	•	•		•	•	•	•	•	•	•	•	•	•	•	13
Siobhan Quirke	•	•	•			•	•	•	•	•	•	•	•	•	12
Eimear Mcauliffe	•	•	•			•	•	•	•	•	•	•		•	11
Mary Godfrey	•	•	•			•	•	•	•	•	•	•	•	•	12
John McCardle	•	•	•	•	•	•	•	•	•	•		•	•		12
Gerard Maguire	•	•	•	•			•	•	•	•	•	•		•	11
Richard Dooley															
Jacqueline Burke	•	•	•	•			•		•	•		•		•	9
Aine McHugh	•	•									•				3
Marie Gilligan	•		•	•	•		•	•	•	•		•	•		10
Virginia Pye		•	•	•	•		•	•	•	•			•	•	10
Louise Gallagher	•	•	•			•	•	•	•						7
Peter Mckenna															0
Ann Sheehan	•	•	•	•	•	•	•	•	•		•	•	•	•	13

# Appendices 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, 2010;
- 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  
 Mary Godfrey  
 Caitriona Molloy

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

## 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 President's 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.

In February, 2011 the Board increased the membership of the Audit Committee from 6 to 9 members. In June, 2011 the Board was informed that the Audit Committee would be required to meet on a more frequent basis as the provisions of the new Act were implemented. As a result of this it was proposed that the Board increase the membership of the Audit Committee further. It was noted that meetings of the Finance and General Purpose Committee were held on the same day as the Audit Committee. The membership of the Audit Committee would now be 14 and a quorum of 7 would be required for meetings.

### Committee Members

Anne Carrigy  
 Ann Sheehan  
 Richard Dooley  
 John McCardle  
 Virginia Pye  
 Aine Enright  
 Derek Greene - co opted in February, 2011  
 Siobhan Quirke - co opted in February, 2011  
 Cathryn Lee - co opted in February, 2011  
 Chris Fitzgerald - co-opted in June 2011  
 Gerard Maguire - co-opted in June 2011  
 Pauline Treanor - co-opted in June 2011  
 Jacqueline Burke - co-opted in June 2011  
 John Murray - co-opted in June 2011

### Committee Attendances

Board Member	31/1	19/10	7/12	Total Meetings (3)
Anne Carrigy				0
Cathryn Lee	N/A	•	•	2
Virginia Pye		•	•	2
Aine Enright				0
Chris Fitzgerald	N/A			0
Derek Greene	N/A			0
John Murray	N/A	•	•	2
John McCardle	•	•		2
Siobhan Quirke	N/A	•		1
Pauline Treanor		•		1
Richard Dooley				0
Gerard Maguire	N/A			0
Jacqueline Burke	N/A		•	1
Ann Sheehan	•	•	•	3

## Finance and General Purposes Committee

### Terms of Reference

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

### Committee Members Attendances – 2011

Board Member	31 Jan 2011	28 Mar 2011	30 May 2011	19 Oct 2011	7 Dec 2011	Total No. Meetings 5
Anne Carrigy	•	•	•			3
Cathryn Lee	•			•	•	3
Virginia Pye	N/A	N/A	N/A	•	•	2
Aine Enright	•		•			2
Chris Fitzgerald	N/A	N/A				0
Derek Greene	N/A					0
John Murray	•	•	•	•	•	5
John McCardle	•	•		•		3
Siobhan Quirke	•	•		•		3
Pauline Treanor			•	•		2
Richard Dooley			•			1
Gerard Maguire	•					1
Jacqueline Burke		•	•	•	•	4
Ann Sheehan	•			•	•	3



## 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 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 Member

Board Member Appointments	External Appointments
Anne Carrigy <i>Chairperson</i>	Pauline Coughlan
Louise Gallagher	Teresa Lee
John Murray	Mary Wynne
Aine McHugh	Maura Pidgeon
Marie Gilligan	Pearse Murphy
Jacqueline Burke	
Mary Godfrey	
Mary Kenneally	
Aine Enright	
Virginia Pye	
Gerard Maguire	

#### Board Members Attendances 2011

Board Member	Jan	Mar	May	June	Sept	Oct	Total No. Meetings
Anne Carrigy	•		•				2
Aine Enright	•	•	•				3
John Murray	•	•	•	•		•	5
Mary Kenneally				•	•		2
Mary Godfrey	•	•	•	•	•	•	6
Gerard Maguire	•	•	•		•	•	5
Jacqueline Burke	•	•	•	•		•	5
Aine McHugh	•	•	•	•		•	5
Maire Gilligan	•	•	•		•		4
Virginia Pye	•	•	•	•			4
Louise Gallagher							6

## 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 Member

Board Member Appointments	External Appointments
Anne Carrigy Chairperson	Alan Kearns
Chris Fitzgerald	Catherine O'Neill
Jacinta Mulhere	Paul Murray
Mary Godfrey	
Aine Enright	
Gerard Maguire	
Jacqueline Burke	
Peter McKenna	
Ann Sheehan	
Caitriona Molloy	

### Board Member's attendances at meetings of Ethics Committee

Board Member	21 Jan	12 May	20 Oct	Total No. Meetings 3
Ms. Aine Enright	•	•	•	3
Ms. Mary Godfrey	•	•	•	3
Ms. Jacqueline Burke	•	•	•	3
Mr. Gerry Maguire	•	•	•	3
Dr. Peter McKenna				0
Ms. Anne Carrigy	•	•	•	3
Ms. Ann Sheehan				0
Ms. Caitriona Molloy				0
Mr. Chris Fitzgerald				0
Ms. Jacinta Mulhere	•			1

## 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 Member

Board Member Appointments	External Appointments
Anne Carrigy Chairperson	Declan Devine
Pauline Treanor	Sheila Sugrue
Maureen Kington	Margaret Philbin
Louise Gallagher	
Caitriona Molloy	

### Board Members Attendances at Committee Meetings

Board Member	17 Jan	5 Sept	Total No. Meetings 2
Anne Carrigy		•	1
Caitriona Molloy	•		1
Maureen Kington	•	•	2
Pauline Treanor			0
Louise Gallagher		•	1



## Board Expenses 2011

	Expenses	Hotel	Total
Aine McHugh	€107.90	€0.00	€107.90
Dr Bobby Burns	€0.00	€214.00	€214.00
Anne Carrigy	€2287.98	€0.00	€2287.98
Richard Dooley	€0.00	€0.00	€0.00
Deirdre Duffy	€266.35	€0.00	€266.35
Louise Gallagher	€0.00	€0.00	€0.00
Marie Gilligan	€4617.10	€321.00	€4938.10
Mary Godfrey	€4589.29	€0.00	€4589.29
Jacqueline Burke	€0.00	€0.00	€0.00
Mary Kenneally	€691.04	€0.00	€691.04
Maureen Kington	€5044.65	€0.00	€5044.65
Cathryn Lee	€3131.78	€642.00	€3773.78
Gerry Maguire	€5330.89	€535.00	€5865.89
Eimear McAuliffe	€512.03	€0.00	€512.03
John McCardle	€0.00	€535.00	€535.00
Cathriona Molloy	€5364.73	€0.00	€5364.73
Jacinta Mulhere	€778.03	€0.00	€778.03
John Murray	€8891.41	€2782.00	€11673.41
Orla O'Reilly	€244.37	€0.00	€244.37
Virginia Pye	€1894.24	€428.00	€2322.24
Siobhan Quirke	€5485.84	€1177.00	€6662.84
Ann Sheehan	€6232.39	€1391.00	€7623.39
Pauline Treanor	€0.00	€0.00	€0.00
Total	€55470.02	€8025.00	€63495.02

# Appendices Three

## Board Representation on External Committees

### Board Representation on External Committees

Board of Faculty of Nursing and Midwifery, RCSI

Representative: Anne-Marie Ryan

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Health Service Executive, Organ Donation and Transplantation Programme

Representative: Anne-Marie Ryan

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Health Service Executive, National Steering Committee on Home Births

Representative: Anne-Marie Ryan

---

Department of Health- National Clinical Effectiveness Committee

Representative: Anne-Marie Ryan

---

Health and Social Care Regulatory Forum

Representative: Anne-Marie Ryan

---

Royal College of Physicians in Ireland, Working Group on Traffic Medicine

Representative: Anne-Marie Ryan

---

FEPI Working Group of Nursing Education Training and Competencies

Representative and Chair: Anne-Marie Ryan

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European Health Management Association – EU Sector Skills Council on Employment and Skills for  
Nursing and the Care Workforce

Representative: Anne-Marie Ryan

---

ICN, Working Group for Credentialing

Representative: Anne-Marie Ryan

---

Department of Health Steering Group – Key Performance Indicators

Representative: Kathleen Walsh

---

HSE Patient First Initiative, Medication Safety Forum

Representative: Kathleen Walsh

---

HSE, National Clinical Leadership Development Project

Representative: Kathleen Walsh

---

HSE, X-ray prescribing

Representative: Kathleen Walsh

---

HIQA, National Standards for Safer Better Healthcare (check 2013 or 2012?)

Representative: Thomas Kearns

---

Health and Social Care Regulatory Forum, Patient Safety Sub-group (2013??)

Representative: Thomas Kearns

---

Advisory Group on the Dementia Services Information and Development Centre

Representative: Thomas Kearns

---

National Mental Health Project Steering Group

Representative: Thomas Kearns

---

HSE, Working Group Palliative Care Competency Framework

Representative: Judith Foley

---

HIQA, Advisory Group meeting, National Standards for the Protection and Welfare of Children

Representative: Judith Foley

---

Health and Social Care Regulatory Forum, Communications Network sub-group

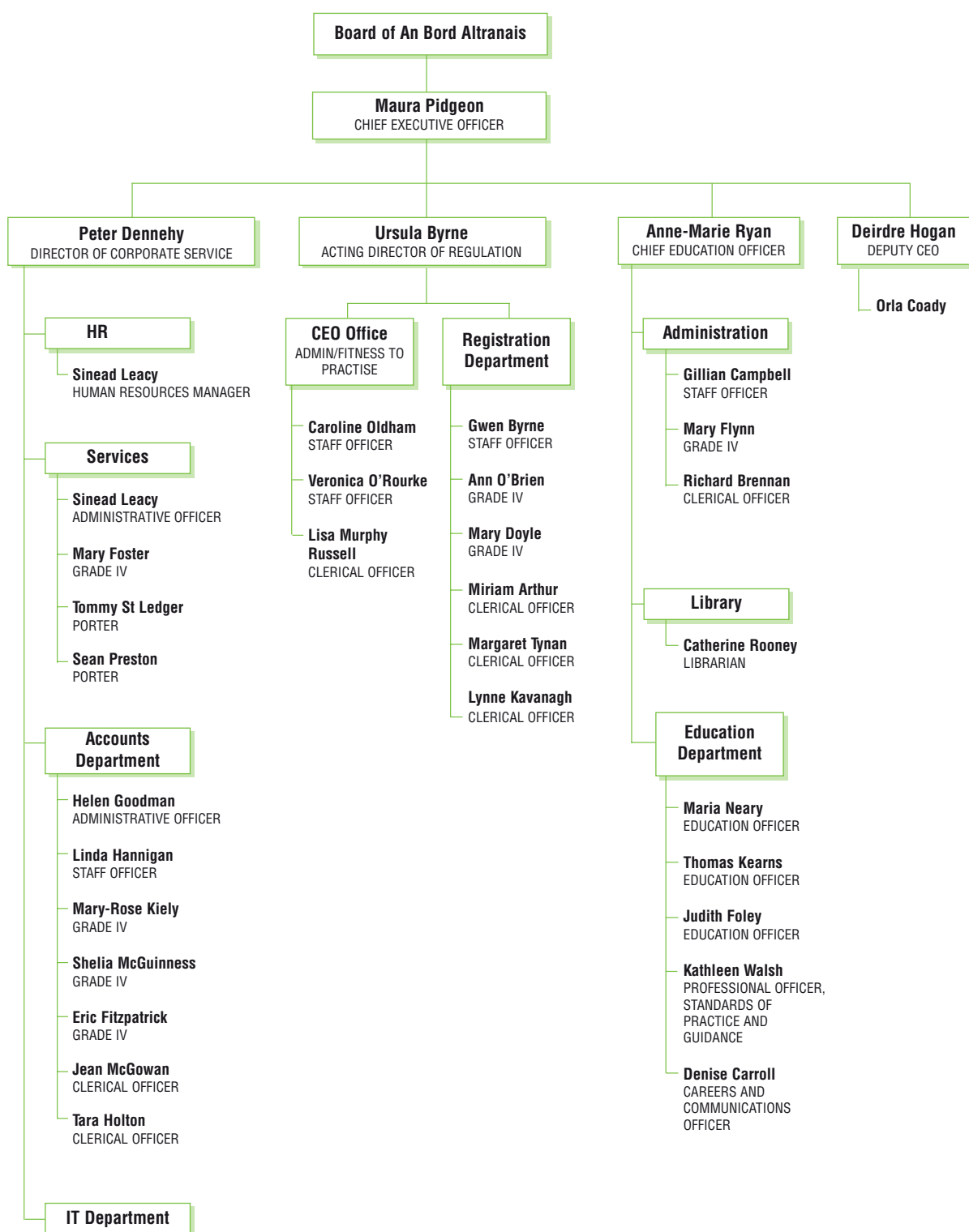
Representative: Denise Carroll

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# Appendices Four An Bord Altranais Organisation Chart

Chart As at 31st December, 2010



# Appendices Five

## Higher Education Institutions and Associated Healthcare Institutions

### Higher Education Institutions Approved for Pre-Registration Honours Degree Programmes at 31st December 2011

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 2011

#### 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  
Nursing Board