

ANNUAL REPORT 2014

An Bord Altranais agus Cnáimhseachais na hÉireann



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



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Presidential Address

I am very pleased to publish An Bord Altranais agus Cnáimhseachais na hÉireann, the Nursing and Midwifery Board of Ireland (NMBI) Annual Report for 2014.

During 2014 the Board and the Executive continued the implementation process of the Nurses and Midwives Act, 2011. Protecting patients and the public is at the heart of what NMBI does and the year of 2014 was ground-breaking in this respect. 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.

The Nurses and Midwives Act 2011 (Section 9 (2) (g) (iii)) mandates that NMBI establishes a code of professional conduct. I am pleased to report that the new *Code of Professional Conduct and Ethics for Registered Nurses and Midwives* developed by NMBI became effective from 10 December 2014. It replaces the Code of Professional Conduct for Each Nurse and Midwife (2000) and follows an extensive consultation process. Information sessions were conducted for nurses and midwives throughout the country, introducing the new Code to registrants.

The purpose of the Code is to guide nurses and midwives in their day-to-day practice and help them to understand their professional responsibilities in caring for patients in a safe, ethical and effective way.

I am proud to report that the first Midwives Week was held from 28th April to 2nd May 2014 to mark the recognition in the Nurses and Midwives Act, 2011 of midwifery as a separate profession from nursing. Events consisted of a students debate, a national conference co-hosted by NMBI and the Coombe Womens and Infants University Hospital and the provision of a consultation process for the Review of the Standards and Requirements Project 2014. The week also provided an opportunity for those involved in midwifery care to highlight initiatives for members of the public, women and their families and colleagues and to increase awareness of the role of the midwife.

In 2014 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 and midwifery as career options. I am pleased to report that in 2014 a total of 8,578 individuals applied for 1,570 places on the various nursing and midwifery undergraduate programmes, including 2,121 mature applicants.

A major challenge continues to be the numbers of nurses wishing to register in Ireland. In 2014 the Board received 2,648 applications for registration. The number of nurses on the Board's Active Register now stands at 64,790. The number of Advanced Nurse Practitioners registered increased from 12 in 2013 to 21 in 2014 and there were 2 Advanced Midwife Practitioners registered in this timeframe. The number of posts accredited for advanced nurse and midwife practitioners increased from 7 in 2013 to 15 in 2014.

The Board continues to deal with complaints made against nurses and midwives. In 2014 the Board received 56 new complaints and carried over a further 97 complaints from 2013. Of these 86 cases were dealt with and 67 cases were still under consideration at the end of the year. A total of 30 inquiries under the Nurses Act, 1985 were held in 2014 and a total of 5 inquiries under the Nurses and Midwives Act, 2011, with the first being held in public on 29th September, 2014.

I would like to acknowledge our continuing close working relationship with the Department of Health and in particular the Minister for Health and the office of the Chief Nurse. I very much appreciate the co-operation and expert assistance we received from the Health Service Executive, Voluntary Hospitals, all healthcare regulator partners, Nursing and Midwifery Planning and Development Units, the trade unions and the Higher Education Institutions.

I would like to pay special recognition to the staff of NMBI. This recognition reflects the Board's admiration for the dedication of all the staff at NMBI.

I would also like to thank the senior management team for their work in administering the affairs of the Board. I also would like to acknowledge former members of the senior management team for their seminal influence on the evolution of the organisation.

Finally, I wish to express sincere appreciation to the members of the Board for their wise counsel and for accepting their governance responsibilities, all of whom play pivotal roles in overseeing the Board's functions.



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

Mr. Paul Gallagher

President, Nursing and Midwifery
Board of Ireland

Overview by CEO

Throughout 2014 the Nursing and Midwifery Board of Ireland (NMBI) continued with its programme of projects contained in the Critical Path for the implementation of the Nurses and Midwives Act 2011.

As part of this work, staff were heavily engaged in the modernisation of the organisation's ICT architecture. 2014 saw the commencement of NMBI's web redevelopment project. This project was the first development of the website for a decade, hence the imperative to commence the work, and will be a vital part of NMBI's capacity to implement the Nurses and Midwives Act 2011 going forward. It requires a redesign of all of our work systems and the presentation of documentation and information materials in a manner that enables NMBI conduct its business in line with contemporary organisations and eGovernment policy. This will allow nurses, midwives, members of the public and other stakeholders to more readily access relevant information and participate with NMBI in an audience-focussed, user-friendly, intuitive way.

On foot of the Nurses and Midwives Act 2011, the organisation conducted its first public inquiry on 29th September, 2014. Further, the Board launched its new Code of Professional Conduct and Ethics for Nurses and Midwives. This revision of the 2000 Code provides the 'constitution' for the practise and professionalism of nurses and midwives.

Additionally, the development of new Standards and Requirements for the undergraduate education of nurses continued in accordance with the recommendations of the Department of Health's Review of Undergraduate Nurses and

Midwives Education (2012). NMBI separately commenced the revision of its Practice Standards for Midwives.

I would like to publicly thank all staff throughout the organisation for their untiring dedication in getting all these projects over the line in a challenging environment.

Internationally, the first half of the year also saw NMBI continue to engage with and represent the professions of nursing and midwifery abroad, with the organisation invited to present papers at several high-level events. In so doing NMBI further enhanced the international esteem in which Irish nursing and midwifery is held.

I reiterate my appreciation for the staff's commitment and dedication to the organisation through a difficult year. Such dedication is admirable and deserves recognition and praise as staff continue to work intensively on the wide range of activities highlighted throughout this Report.



Dr Maura Pidgeon
Chief Executive Officer



Report of Activities 2014

Education and Training 2014

The Nursing and Midwifery Board of Ireland (NMBI) as required by the legislation continued 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 2014. 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 nurse divisions since 2002, and a Children's and General Nursing (Integrated) programme and Midwifery programme since 2006 are provided. The concern of the Board 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 of nurses and midwives 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 2014.

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

Site visits to healthcare institutions and linked third level institutions

The Board is required to satisfy itself as to the adequacy and suitability of hospitals and institutions for nurse/midwife 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 NMBI 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 2014 site visits were conducted at the following:

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

General Nursing

Intellectual Disability Nursing

Psychiatric Nursing

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

General Nursing

Intellectual Disability Nursing

Psychiatric Nursing

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

General Nursing

Psychiatric Nursing

Post Registration Courses

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

i) Post-Registration Category I Courses

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

Online CPD Directory

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

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

1103 courses gained Category 1 approval in 2014.

Post-Registration Courses

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

The categories of post registration programmes that NMBI approves include:

Post Registration Course Leading to an Additional Registration with NMBI

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

Post Registration Course Major Awards (Category 11 Approved Courses)

Category II programmes include a broad range of Major Award Courses excluding those leading to registration with NMBI. 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.

Post Registration Courses (Minor, Special and Supplemental Awards)

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

The following Post-Registration courses were approved in 2014:

| HEI | Course leading to additional registration | Major Awards (Category II) | Minor, Special & Supplemental Awards |
|------|---|---|--------------------------------------|
| RCSI | | Post Graduate Diploma/MSc in Nursing (Renal Care) Post Graduate Diploma/MSc in Nursing (Cancer Care) | |
| TCD | MSc Clinical Health Sciences Education | MSc/Postgraduate Diploma/ Postgraduate Certificate in Nursing: Specialist Nursing; combining Haematology strand with Cancer Care strand into one Cancer Care and Haematology strand Postgraduate Certificate (& online)/ Postgraduate Diploma/MSc in Dementia Postgraduate Certificate/ Postgraduate Diploma/MSc in Mental Health (including Psychosocial Interventions strand & Child, Adolescent and Family strand) Postgraduate Certificate/ Postgraduate Diploma/MSc in Palliative Care Trinity College Dublin/ University College Dublin Postgraduate Certificate/ Postgraduate Diploma/MSc Palliative Care | |
| UCC | | MSc in Older Person Rehabilitation Postgraduate Diploma in Older Person Rehabilitation Post Graduate Diploma in Palliative Care Certificate in Health Protection – online programme | |

| HEI | Course leading to additional registration | Major Awards (Category II) | Minor, Special & Supplemental Awards |
|------------------------------------|--|---|---|
| UCD | Professional Diploma (Nursing) (Prescription of Medication) Professional Certificate (Nursing) (Prescription of Medication) Graduate Certificate in Healthcare Education/ MSc Nursing Education | MSc Acute Medical Nursing (Pain Management) | |
| UL | | MSc Nursing (Dementia Care) | |
| WIT | | Postgraduate Diploma/MSc in Nursing | Certificate in Cognitive Behaviour Skills for Practice |
| HSE/CNME's/ NCCP/ONMSD/ NUIG | | | CNE Connolly Hospital, Blanchardstown, Certificate in Psychosocial Interventions for Nurses |

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

The Nurses and Midwives Act 2011 (Section 9 (2) (g) (iii)) mandates that the NMBI establishes a code of professional conduct. The new Code of Professional Conduct and Ethics has been developed by NMBI and was effective from 10 December 2014. It replaces the Code of Professional Conduct for Each Nurse and Midwife (2000) and follows an extensive consultation process. Information sessions were conducted for nurses and midwives throughout the country, introducing the new Code to registrants.

The purpose of the Code is to guide nurses and midwives in their day-to-day practice and help them to understand their professional responsibilities in caring for patients in a safe, ethical and effective way.

Medication Management - Revision of Guidance

NMBI, in partnership with the Office of Nursing and Midwifery Services of the HSE, are conducting a review and revision of Guidance to Nurses and Midwives on Medication Management (2007) and accompanying e-learning programme. The project has identified the evolving roles and responsibilities for nurses and midwives' medicine management practices across the Irish health and social care services. It is recognised that safe quality medicines management practices are shared between nurses, midwives, medical practitioners, pharmacists and others. Consequently, the guidance document and e-learning programme needed updating to ensure evidence-based practice and standards of care were available to registered nurses and midwives. NMBI has provided guidance about medicines dating from the 1980s.

Visits to NMBI by other regulatory authorities and conferences held by NMBI

Romanian Nurses Project

Nursing Transnational Programmes EU 2014

NMBI provided a second transnational eHealth programme for the Romanian Regulator Body in October 2014. This consisted of a site visit to NMBI, DCU and Mater Misericordiae University Hospital to view technology in healthcare. Two groups of 25 were accommodated and included the President Mr Mircea Timofte, The Order of Nurses, Midwives and Medical Assistants in Romania (OAMGNAMR).

Midwifery Conference and Inaugural Midwives Week

The first Midwives week was held from 28th April to 2nd May 2014 to mark the recognition of midwifery as a separate profession. Events consisted of a students Debate, a national conference and the provision of a consultation process for the Review of the Standards and Requirements Project 2014. The week also provided an opportunity for those involved in midwifery care to highlight initiatives for members of the public, women and their families and colleagues about the role of the midwife.

Library

The Library continued to provide the following services:

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

The Library responds to telephone queries and requests and the following activities were processed in 2014:

| | |
|--|-----|
| Journal Articles /Staff requests (Copied): | 125 |
|--|-----|

| | |
|------------------------------|-----|
| Post-outs (ABA publications) | 180 |
|------------------------------|-----|

| | |
|--|----|
| Interlibrary loans (requested by Irish Health Care Libraries) | 43 |
|--|----|

Nursing Careers Centre

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

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

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

Applications for nursing/midwifery places

The number of applications to nursing in 2014 is down on the previous year with a total of 8,578 individual applicants for 1,570 places. The breakdown of applications and places (which includes applications for more than one place) was as follows:

| | |
|---|-------------------------|
| General nursing applications | 6,338 for 860 places |
| Psychiatric nursing applications: | 2,906 for 290 places |
| Intellectual disability nursing applications: | 1,824 for 180 places |
| Midwifery applications: | 2,646 for 140 places |
| Children's and general nursing (integrated) applications: | 2,109 for 100 places |
| Total mature applications (23 years of age or over on 1 January 2014 and not presenting education results): | 2,121 |
| Total standard applications (presenting education results regardless of age): | 6,901 |

Communications

NMBI continues to communicate with the profession with monthly editions of the eZine, a web-based newsletter.

The education Department also responds to telephone enquiries.

Phone enquiries to Education Department

| Type of call | No |
|-------------------------------|-------------|
| Careers | 366 |
| Clinical practice | 93 |
| Category 1 courses | 395 |
| Category 2 courses | 158 |
| Conferences | 28 |
| Education (no sub category) | 89 |
| Ethics/code of conduct | 10 |
| ELearning programmes | 10 |
| EU Registration | 68 |
| Non EU Registration | 132 |
| Fitness to Practice | 35 |
| Library | 178 |
| Medication Management | 197 |
| Nurses & Midwives Act 2011 | 12 |
| Return to Practice | 157 |
| Requirements & Standards | 8 |
| Syllabus/exam result requests | 47 |
| Site visits | 6 |
| Other | 232 |
| Total | 2221 |

External Submissions

NMBI 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, NMBI participates in consultations through written submissions. During 2014 NMBI responded to a large number of consultations:

| Submission | Subject | Date |
|--|---|------------------|
| EU | Changing Annex of Directive 2005/35/EC | 14 January 2014 |
| HSE Employee Relations Advisory & Assurance Services | Management of Work Related Aggression & Violence | 13 January 2014 |
| Medical Council | Your training counts-consultation on an annual National Trainee Experience survey | 20 January 2014 |
| Department of Health | Advanced healthcare directive scheme | 14 February 2014 |
| World Health Organisation | Nurse Educator Competencies | 24 February 2014 |
| Department of Health | Observations to the Department of Health regarding the draft Irish National Dementia Strategy | 26 February 2014 |
| NMC UK | Revalidation and the revised code | 26 March 2014 |
| EU/National Standards Authority of Ireland | EU standardisation of aesthetic services | 28 April 2014 |
| PHECC | PHECC Strategy Plan | 2 May 2014 |
| Medical Council | Clinical site feedback form: development of criteria for the inspection of clinical sites which support the delivery of specialist training | 8 May 2014 |
| Health and Safety Authority | Controlling Waste Anaesthetic Gases in Healthcare Settings | 13 June 2014 |
| Medical Council | Consultation prior to reviewing current guidance on good professional practice | 14 May 2014 |
| Pharmaceutical Society of Ireland | Draft Guidance on the delivery of Prescription only medicines from a retail pharmacy business | 13 June 2014 |
| HIQA | Draft Guidelines for the Retrieval and Interpretation of Economic Evaluations of Health Technologies | 29 August 2014 |
| HIQA | Draft Guidelines for the Evaluating of Clinical Effectiveness of Health Technologies in Ireland | 29 August 2014 |
| HIQA | Draft national standards for residential care settings for older people in Ireland | 6 October 2014 |

Administration

The Auditors Report and the Financial Statements for the year ended 31st December, 2014, appear at page 16 The Income and Expenditure Account for the year to 31st December, 2014 shows a deficit on extraordinary activities of €259,591. This compares with a deficit of €38,104 for the previous year.

There is an increase in Income of €2,044,492 from 2013 to 2014 and this is mainly attributable to:

- An increase of €877,116 in Annual Retention Fee Income in 2014 from 2013, which is mainly due to the increase in the fee to €100 (€88 in 2013).
- There was an increase of € 214,962 in Registration Fee Income in 2014 over 2013, which is due to an increase in the number of overseas registrations.

A grant of €1,600,000 was received from the Department of Health in respect of the implementation of the Nurses and Midwives act 2011. €420,421 (2013) and €1,179,579 (2014) was released as income.

Restoration to the Register fees and a contribution to legal costs represented the main increases in other income.

There is an increase in Expenditure of €2,265,979 from 2013 to 2014 and this is mainly attributable to:

- Staff costs which increased by €317,215 in 2014 over 2013 due to increases in agency costs and a lump sum payment paid on retirement.
- Fitness to Practise costs which increased by €1,231,623. During 2014, 27 Inquiries commenced totalling 61 days compared to 32 days in 2013.
- Administration costs increased by €779,686. These costs reflect the costs incurred in the implementation of the Nurses and Midwives Act 2011.
- Board members fees for 2013 and 2014 were accounted for in accounts for 2014.

Internet

NMBI website, www.nmbi.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 NMBI in 2000, was set up under the auspices of the National Health Service Partnership Forum and is comprised of representatives of management, staff, IMPACT and the INMO.

Health and Safety

The Partnership Group oversees health and safety issues. In 2014, as in previous years, NMBI continued its efforts to ensure the safety, health and welfare of its employees and visitors to the organisation.

Prompt Payment of Accounts Act, 1997

NMBI has been prompt in the payment of its creditor accounts.

Staff changes

A number of staff joined NMBI in 2014. We wish them a fulfilling and enjoyable career in NMBI.

A number of staff left NMBI, to pursue other opportunities. notably the Deputy Chief Executive Officer, Ms Deirdre Hogan, the Chief Education Officer, Dr Anne Marie Ryan and Mr Thomas Kearns, Education Officer. We would like to thank them for their commitment and service and to wish them every success in their future careers.

Annual Financial Statements for Year Ended 31 December 2014

Annual Financial Statements

For

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

Year Ended 31 December 2014

Nursing and Midwifery Board of Ireland

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Nursing and Midwifery Board of Ireland

General Information
Board Members

| 2011 Act | Date of Appointment |
|----------------------------|---------------------|
| Paul Gallagher (President) | December 2012 |
| John Murray | December 2012 |
| Mary Barrett | December 2012 |
| Mark Blake-Knox | December 2012 |
| Eamon Breathnach | December 2012 |
| Margaret Carroll | December 2012 |
| Essene Cassidy | December 2012 |
| Mary Connor | December 2012 |
| Sinead Cleary | December 2012 |
| John Cregan | December 2012 |
| Pat Dolan | February 2013 |
| Colette Finn | February 2013 |
| Noel Giblin | December 2012 |
| Michael Larvin | December 2012 |
| Dermot Manning | July 2013 |
| Rosarii Mannion | December 2012 |
| Michelle Monahan | December 2012 |
| Denis Murphy | February 2013 |
| Pat Nash | February 2013 |
| Kevin O'Carroll | February 2013 |
| Linda Phelan | December 2012 |
| Madeline Spiers | December 2012 |
| Dr John Wells | December 2012 |

Interim Chief Executive
Officer

Ursula Byrne (in office since 9th October 2015)

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

Auditors: Comptroller and Auditor General
Treasury Block
Lower Yard
Dublin Castle
Dublin 2

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

Bankers: Bank of Ireland
Baggot Street
Dublin 2

Nursing and Midwifery Board of Ireland

Statement of Board Member's Responsibilities For the Year Ended 31 December 2014

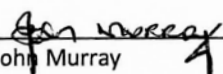
Under the terms of the Nurses and Midwives Act, 2011 which established the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann), the Board acknowledges its responsibility to prepare financial statements for the year which give a true and fair value of the state of affairs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

In preparing those statements the Board is required to:

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

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

On behalf of the Board


John Murray
Vice President

22/12/2015
Date

Nursing and Midwifery Board of Ireland

Statement on Internal Financial Control For the Year Ended 31 December 2014

Responsibility for the System of Internal Financial Control

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

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

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

Key Control Procedures

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

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

Annual Review of Controls

We confirm that there has been a review of the effectiveness of the system of internal financial control for the period 1 January 2014 to 31 December 2014

Disclosure — Statement on Internal Financial Control

The audit of the 2014 financial statements identified expenditure of €833,795 in 2014 in relation to services provided to the Board where the procedures employed did not fully comply with public procurement guidelines. The main elements related to

- €224,795 in relation to five subject matter experts employed directly by the Board to undertake specialist project work. These contracts were awarded on the basis of the individual contractors

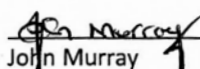
Nursing and Midwifery Board of Ireland

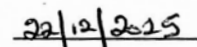
experience, knowledge and expertise, in circumstances where a combination of the recruitment embargo in the public service and staff resignations/retirements impacted significantly on the ability of NMBI to carry out its regulatory functions. Two of these subject matter experts no longer provide services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

- €264,000 in respect of cleaning/building maintenance/security services, off-site file storage, a call centre for the payment of registration fees and a system for the processing of debit and credit card payments. These four service providers have legacy contracts. The Board is taking steps to ensure that tenders are put in place for these services.
- €160,000 paid to a number of legal advisors employed to provide independent legal advice to the Fitness to Practice Committee at Call Overs and Inquiries. The services of these legal advisors are engaged on a per diem basis. NMBI is taking steps to explore the possibility of tendering for these services, though certain legal complexities arise.
- €158,000 in relation to the provision of other legal services under a contract that was previously awarded following a competitive process in 2009. The Board are awaiting completion by the Office of Government Procurement of a framework agreement for the provision of legal services. The Board intends drawing down from this framework which is expected to be available in early 2016.
- €27,000 in respect of HR consultancy. This service provider is no longer providing services to NMBI.

NMBI commits to complying fully with public procurement guidelines in the future. In addition, the Board of NMBI has established a sub-committee of the Board to have oversight of all procurement in the organisation.

Signed on behalf of the Board


 John Murray
 Vice President


 Date



Comptroller and Auditor General

Report for presentation to the Houses of the Oireachtas

Nursing and Midwifery Board of Ireland

I have audited the financial statements of the Nursing and Midwifery Board of Ireland for the year ended 31 December 2014 under Section 34 of the Nurses and Midwives Act 2011. The financial statements, which have been prepared under the accounting policies set out therein, comprise the statement of accounting policies, the income and expenditure account, the balance sheet and the related notes. The financial statements have been prepared in the form prescribed under Section 34 of the Act, and in accordance with generally accepted accounting practice in Ireland as modified by the directions of the Minister for Health in relation to accounting for superannuation costs.

Responsibilities of the Board

The Board is responsible for the preparation of the financial statements, for ensuring that they give a true and fair view of the state of the Nursing and Midwifery Board of Ireland's affairs and of its income and expenditure, and for ensuring the regularity of transactions.

Responsibilities of the Comptroller and Auditor General

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

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

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

Scope of audit of the financial statements

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

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

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

Opinion on the financial statements

In compliance with the directions of the Minister for Health, the Board accounts for the costs of superannuation entitlements only as they become payable. This basis of accounting does not comply with Financial Reporting Standard 17 which requires such costs to be recognised in the year the entitlements are earned.

In my opinion, except for the accounting treatment of the Board's superannuation costs and liabilities, the financial statements have been properly prepared in accordance with generally accepted accounting practice in Ireland and give a true and fair view of the state of the Board's affairs at 31 December 2014 and of its income and expenditure for 2014.

In my opinion, proper books of account have been kept by the Board. The financial statements are in agreement with the books of account.

Matters on which I report by exception

I report by exception if

- I have not received all the information and explanations I required for my audit, or
- my audit noted any material instance where money has not been applied for the purposes intended or where the transactions did not conform to the authorities governing them, or
- the statement on internal financial control does not reflect the Board's compliance with the Code of Practice for the Governance of State Bodies, or
- I find there are other material matters relating to the manner in which public business has been conducted.

Non compliance with procurement rules

I draw attention to the statement on internal financial control which discloses that during 2014 the Board incurred expenditure of €834,000 in relation to services where the procedures employed did not comply with public procurement guidelines as the relevant services were not openly tendered.

Seamus McCarthy

Seamus McCarthy
Comptroller and Auditor General
24 December 2015

Nursing and Midwifery Board of Ireland

Statement of Accounting Policies For the Year Ended 31 December 2014

1. Period of Financial Statements

These financial statements have been prepared for the period 1 January 2014 to 31 December 2014.

2. Accounting Convention

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

3. Basis of Accounting

The financial statements are prepared on the basis of accrual accounting, in accordance with Generally Accepted Accounting Principles (GAAP).

4. Income

Annual Retention Fees

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

Other Fee Income

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

State Grants

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

5. Fixed Assets- Depreciation

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

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

6. Superannuation Contributions

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

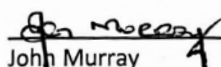
Nursing and Midwifery Board of Ireland

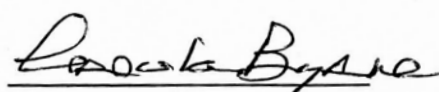
Income and Expenditure Account
For the Year Ended 31 December 2014

| | | 2014 € | 2013 € |
|----------------------------------|----------|------------------|------------------|
| Income | | | |
| Annual Retention Fee | Note 1 | 6,263,130 | 5,386,014 |
| Registration Fee | Note 2 | 627,053 | 412,901 |
| Verification Fee | Note 2 | 96,460 | 98,280 |
| HSE Grant Nursing Careers Centre | Note 3 | 200,000 | 200,000 |
| Department of Health Grants | Note 3 | 1,179,579 | 420,421 |
| Superannuation Contributions | | 118,572 | 122,125 |
| Bank & Investment Interest | | 18,283 | 31,849 |
| Other Income | Note 4 | 255,794 | 42,789 |
| Total Income | | 8,758,871 | 6,714,379 |
| Expenditure | | | |
| Accommodation Costs | Note 5 | 437,365 | 490,873 |
| Staff Costs | Note 6/7 | 3,113,918 | 2,796,703 |
| Administration Costs | Note 8 | 2,570,245 | 1,790,559 |
| Fitness to Practice | Note 9 | 2,498,191 | 1,266,568 |
| Library | Note 10 | 6,916 | 20,207 |
| Nursing Careers Centre | Note 11 | 47,620 | 60,163 |
| Depreciation | Note 12 | 344,207 | 327,410 |
| Total Expenditure | | 9,018,462 | 6,752,483 |
| (Deficit) for the year | | (259,591) | (38,104) |
| Surplus at beginning of the year | | 9,113,650 | 9,151,754 |
| Surplus at end of the year | | 8,854,059 | 9,113,650 |

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

The Statement of Accounting Policies and notes 1 to 22 form part of these financial statements.


John Murray
Vice President


Ursula Byrne
Interim CEO

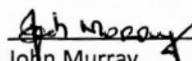
22/12/2015
Date

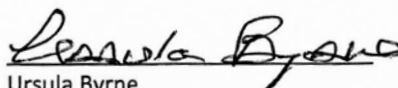
Nursing and Midwifery Board of Ireland

Balance Sheet
As at 31 December 2014

| | | 2014 | | 2013 | |
|--|---------|--------------------|--------------------|--------------------|--------------------|
| | | € | € | € | € |
| Fixed Assets | Note 12 | | 11,726,501 | | 12,044,819 |
| Current Assets | | | | | |
| Cash at Bank and in Hand | Note 13 | 2,348,325 | | 1,691,939 | |
| Short Term Deposits | Note 13 | 1,566,254 | | 3,500,001 | |
| Debtors and Prepayments | Note 14 | <u>374,971</u> | | <u>34,428</u> | |
| | | 4,289,550 | | 5,226,368 | |
| Current Liabilities | | | | | |
| Amounts falling due within one year | Note 15 | <u>(3,505,338)</u> | | <u>(5,002,332)</u> | |
| Net Current Assets | | | 784,212 | | 224,036 |
| Non-Current Liabilities | | | | | |
| Amounts falling due after one year | Note 16 | | <u>(3,656,654)</u> | | <u>(3,155,205)</u> |
| Total Assets Less Current Liabilities | | | <u>8,854,059</u> | | <u>9,113,650</u> |
| Represented By | | | | | |
| Accumulated Fund | | | <u>8,854,059</u> | | <u>9,113,650</u> |

The Statement of Accounting Policies and notes 1 to 22 form part of these financial statements.


 John Murray
 Vice President


 Ursula Byrne
 Interim CEO

22/12/2015
 Date

Nursing and Midwifery Board of Ireland

Cash-flow Statement
For the Year Ended 31 December 2014

| | € 2014 | € 2013 |
|--|--------------------|------------------|
| Deficit for Year | (259,591) | (38,104) |
| Depreciation Charge | 344,207 | 327,410 |
| (Increase)/Decrease in Debtors | (340,543) | 182,333 |
| Increase/(Decrease) in Creditors | (763,194) | 1,710,494 |
| Deposit Interest | (18,283) | (31,849) |
| Bank Interest | 18,176 | 20,150 |
| Net Cash outflow from Operating Activities | <u>(1,019,228)</u> | <u>2,170,434</u> |

Cash Flow Statement

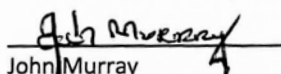
| | | |
|--|----------------------|------------------|
| Net Cash outflow from Operating Activities | (1,019,228) | 2,170,434 |
| Return on Investments and Servicing of Finance | Note 17 107 | 11,699 |
| Capital Expenditure | Note 17 (25,892) | (24,597) |
| Management of Liquid Resources | Note 17 1,933,747 | (2,714,454) |
| Financing | Note 17 (232,351) | (232,949) |
| Increase/(Decrease) in Cash | <u>656,383</u> | <u>(789,867)</u> |

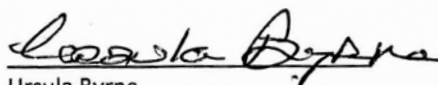
Reconciliation of Net Cash Flow to Movement
in Net Debt

| | | |
|--|--------------------|------------------|
| Increase/(Decrease) In Cash | 656,383 | (789,867) |
| Increase/(Decrease) In Short Term Deposits | (1,933,747) | 2,714,454 |
| (Increase)/Decrease in Short Term Finance | 0 | 0 |
| (Increase)/Decrease in Long Term Finance | 232,351 | 232,949 |
| Change In Net Funds/(Debt) | <u>(1,045,013)</u> | <u>2,157,536</u> |

| | | |
|------------------------------------|---------------------------|------------------|
| Net Funds/ (Debt) at start of year | 1,804,239 | (353,297) |
| Net Funds/(Debt) at end of year | Note 13 <u>759,226</u> | <u>1,804,239</u> |

The Statement of Accounting Policies and notes 1 to 22 form part of these financial statements.


John Murray
Vice President

 22/12/2015
Ursula Byrne
Interim CEO
Date

Nursing and Midwifery Board of Ireland

Notes to the Financial Statements For the Year Ended 31 December 2014

1. Annual Retention Fees (ARF)

The ARF is an annual payment made by each nurse and midwife in order to maintain their name on the active register maintained by the Nursing and Midwifery Board of Ireland. In 2014 the ARF was €100 (2013: €88). There were 64,790 names on the active register in 2014 (66,409 in 2013). The table below provides the number of active registrants in 2014 and a breakdown of the number of registrants on each division. Note that nurse/midwife may appear on more than one division of the register, hence the difference between the total number of registrants and the number of divisions.

| Division | 2014 | 2013 |
|-------------------------------|----------------|----------------|
| Advanced Midwife Practitioner | 6 | 4 |
| Advanced Nurse Practitioner | 143 | 125 |
| Children's | 5,783 | 5,695 |
| General | 78,136 | 78,364 |
| Intellectual Disability | 5,899 | 5,830 |
| Midwives | 18,217 | 18,344 |
| Nurse Prescriber | 783 | 652 |
| Psychiatric | 13,773 | 13,906 |
| Public Health | 3,384 | 3,353 |
| Tutors | 856 | 847 |
| Other | 571 | 577 |
| Total | 127,551 | 127,697 |

2. Registration/Verification Fees

| | € | € |
|--|------|------|
| | 2014 | 2013 |
| First time registration (trained in Ireland) | 145 | 145 |
| First time registration (trained outside Ireland) | 495 | 200 |
| Additional qualification application (trained in Ireland) | 80 | 60 |
| Additional qualification application (trained outside Ireland) | 280 | 69 |
| Certificate of Current Professional Status (verification) | 80 | 60 |

3. Health Service Executive/Department of Health Grants

Health Service Executive Grant: An amount of €200,000 (2013 - €200,000) was received from the Health Service Executive (HSE), acting on the directions of the Department of Health, as a contribution towards the running of the Nursing Careers Centre (see Note 11). The HSE have accounted for this under the expenditure heading Education and Training.

Department of Health Grants 2013: The Department of Health provided once off funding of €1,600,000 in respect of the implementation of the Nurses and Midwives Act, 2011. In 2014 €1,179,579 and in 2013, €420,421 of this amount was identified as expenditure relating to the implementation of the Nurses and Midwives Act, 2011.

Nursing and Midwifery Board of Ireland

Notes to the Financial Statements
For the Year Ended 31 December 2014

| | € | € |
|-----------------------------------|----------------|---------------|
| 4. Other Income | 2014 | 2013 |
| Restoration fees | 110,055 | 11,440 |
| Duplicate Certifications | 8,850 | 5,415 |
| Other Fees | 0 | 253 |
| Registration Appeal Fees | 2,220 | 1,500 |
| Contributions towards legal costs | 102,108 | 5,700 |
| Miscellaneous/other income | 32,561 | 18,481 |
| Total | 255,794 | 42,789 |

| 5. Accommodation Costs | 2014 | 2013 |
|------------------------|----------------|----------------|
| Mortgage Interest | 18,176 | 20,150 |
| Cleaning | 55,204 | 52,097 |
| Insurance | 41,334 | 40,970 |
| Light & Heat | 51,309 | 41,558 |
| Repairs & Maintenance | 271,342 | 336,098 |
| Total | 437,365 | 490,873 |

| 6. Staff Costs | 2014 | 2013 |
|-------------------------------|------------------|------------------|
| Wages and Salaries | 2,013,305 | 2,227,204 |
| Employers PRSI | 181,362 | 180,325 |
| Pensioners | 478,330 | 389,174 |
| Total NMBI Staff Costs | 2,672,997 | 2,796,703 |
| Agency Costs (note B) | 440,921 | 0 |
| Total Staff Costs | 3,113,918 | 2,796,703 |

Note A: Pension levy deductions of €138,831 (2013: €160,526) were made from staff salaries and €138,831 (2013: €160,526) was remitted to the Department of Health.

Note B: Agency Costs included in Professional fees 2013 €180,158

7. Average Headcount

The average headcount for the Nursing and Midwifery Board of Ireland in 2014 was 45 (2013 was 45).

| 8. Administration | 2014 | 2013 |
|------------------------------|------------------|------------------|
| Travel & Subsistence | 226,154 | 157,956 |
| Board Member Fee | 70,204 | 0 |
| Board Training | 15,550 | 11,067 |
| Telephone | 54,666 | 43,466 |
| Postage | 152,993 | 167,002 |
| Print & Stationery | 118,037 | 113,030 |
| Staff Training & Recruitment | 93,945 | 80,174 |
| Audit Fees | 14,500 | 20,680 |
| Legal Fees (Non FTP) | 424,639 | 95,447 |
| Professional Fees | 963,216 | 701,784 |
| Bank Interest & charges | 75,205 | 59,184 |
| Computer/IT | 318,929 | 281,322 |
| Misc. | 42,207 | 59,447 |
| | 2,570,245 | 1,790,559 |

Nursing and Midwifery Board of Ireland

**Notes to the Financial Statements
For the Year Ended 31 December 2014**

| | 2014 | 2013 |
|-------------------------------|------------------|------------------|
| 9. Fitness to Practice | | |
| FTP Administration | 44,457 | 32,538 |
| Legal Fees | 2,304,771 | 1,183,482 |
| Stenographer Fees | 148,963 | 50,548 |
| Total | 2,498,191 | 1,266,568 |

10. Library

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

11. Nursing Careers Centre

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

| | 2014 | 2013 |
|-----------------------------|---------------|---------------|
| Recruitment Expenses | 8,185 | 11,145 |
| Public Appointments Service | 39,435 | 49,018 |
| Total | 47,620 | 60,163 |

12. Fixed Assets

| | Freehold Land € | Premises € | Equipment & Fittings € | Computer Software € | Computer Hardware € | Telephone Equipment € | Total € |
|---|-----------------------|-------------------|------------------------------|---------------------------|---------------------------|-----------------------------|-------------------|
| Cost or Valuation | | | | | | | |
| At 1 January 2014 | 1,265,833 | 12,378,773 | 221,058 | 622,786 | 842,317 | 97,263 | 15,428,030 |
| Additions | - | - | 5,769 | 9,521 | 10,599 | - | 25,889 |
| At 31 December 2014 | 1,265,833 | 12,378,773 | 226,827 | 632,307 | 852,916 | 97,263 | 15,453,919 |
| Accumulated Depreciation | | | | | | | |
| At 1 January 2014 | - | 1,905,883 | 153,103 | 501,138 | 738,233 | 84,854 | 3,383,211 |
| Charge for Year | - | 247,575 | 16,764 | 33,807 | 41,957 | 4,104 | 344,207 |
| At 31 December 2014 | - | 2,153,458 | 169,867 | 534,945 | 780,190 | 88,958 | 3,727,418 |
| Net Book Value at 31 December 2014 | 1,265,833 | 10,225,315 | 56,960 | 97,362 | 72,726 | 8,305 | 11,726,501 |
| Net Book Value at 31 December 2013 | 1,265,833 | 10,472,890 | 67,955 | 121,648 | 104,084 | 12,409 | 12,044,819 |

Nursing and Midwifery Board of Ireland

Notes to the Financial Statements
For the Year Ended 31 December 2014

13. Analysis of changes in Net Funds/(Debt)

| | 1 January 2014 | Cash Flow | 31 December 2014 |
|--------------------------|------------------|--------------------|------------------|
| Cash at bank and in hand | 1,691,939 | 656,386 | 2,348,325 |
| Short Term Deposit | 3,500,001 | (1,933,747) | 1,566,254 |
| Debt Due Within One Year | (232,496) | 0 | (232,496) |
| Debt Due After One Year | (3,155,205) | 232,351 | (2,922,854) |
| Total | 1,804,239 | (1,045,010) | 759,229 |

14. Debtors and Prepayments

| | 2014 | 2013 |
|-------------|----------------|---------------|
| Debtors | 284,362 | 13,757 |
| Prepayments | 90,609 | 20,671 |
| | 374,971 | 34,428 |

15. Creditors - Amounts falling due within one year

| | 2014 | 2013 |
|--|------------------|------------------|
| Trade Creditors and Accruals | 1,662,233 | 605,394 |
| Deferred Income Annual Retention Fee (Note A) | 1,509,809 | 2,984,863 |
| Deferred Income Annual Retention fee to refund | 100,800 | - |
| Grant from Department of Health | - | 1,179,579 |
| Mortgage due in less than one year | 232,496 | 232,496 |
| | 3,505,338 | 5,002,332 |

Note A: Deferred Income (Refer to Accounting Policy 4 for further details)

| | 2014 | 2013 |
|---|------------------|------------------|
| Deferred Income at 1 January | 2,984,863 | 2,597,195 |
| Receipts in Year from Annual Retention Fee | 5,622,676 | 5,773,682 |
| Recognised as income in Year | (6,263,130) | (5,386,014) |
| Deferred Income at 31 December 2014 re 2015 | 1,610,609 | 2,984,863 |
| Deferred Income at 31 December 2014 re 2016 | 733,800 | |
| Total Deferred Income | 2,344,409 | 2,984,863 |

16. Creditors - Amounts falling due after one year

| | 2014 | 2013 |
|--|------------------|------------------|
| 2 – 5 Years | 929,984 | 929,984 |
| Over 5 Years | 1,992,870 | 2,225,221 |
| Deferred Income received 2014 re 2016 (Note 15 A) | 733,800 | - |
| | 3,656,654 | 3,155,205 |

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

Nursing and Midwifery Board of Ireland

Notes to the Financial Statements For the Year Ended 31 December 2014

17. Gross Cash Flows

| Return on Investment and Servicing of Finance | 2014 | 2013 |
|---|--------------------|--------------------|
| Deposit Interest | 18,283 | 31,849 |
| Bank Interest | (18,176) | (20,150) |
| | <u>107</u> | <u>11,699</u> |
| Capital Expenditure | | |
| Payments to acquire Tangible Fixed Assets | (25,892) | (24,597) |
| | <u>(25,892)</u> | <u>(24,597)</u> |
| Management of Liquid Resources | | |
| Transfer from Short Term Deposit to Cash | (1,933,747) | (2,714,454) |
| | <u>(1,933,747)</u> | <u>(2,714,454)</u> |
| Financing | | |
| Capital Repayment of Mortgage | (232,351) | (232,949) |
| | <u>(232,351)</u> | <u>(232,949)</u> |

18. Remuneration of Chief Executive Officer

The CEO received total emoluments of €119,381 (2013: €123,484) and €4,434 (2013: €9,776) in travel expenses and subsistence in 2014.

In line with Department of Public Expenditure and Reform Guidelines, the Chief Executive Officer did not receive a performance related award in 2014. The pension entitlements of the CEO do not extend beyond the standard entitlements of the Local Government Superannuation Scheme.

19. Board Members Fees

Board Members Fees paid during 2014 amounted to €70,203 relating to 2013 and 2014. Travel and Subsistence paid to Board members in 2014 was €48,665 (2013 was €45,310).

20. Board Members Interests

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

21. Capital Commitments

There were no capital commitments on the 31 December 2014.

22. Approval of Financial Statements

These financial statements were approved by the board on 22nd December 2015

Registration Directorate 2014

The objectives of the Registration Directorate are to implement the relevant provisions of the Nurses and Midwives Act 2011 (Sections 46-54); Nurses Act, 1985 (Sections 49 & 57 – 59); the Nurses Rules 2010, the Nurses and Midwives Rules, 2013 (S.I. No 435 of 2013) and any additional rules made pursuant to the Nurses and Midwives Act 2011; S.I. No. 3 of 2010; and EU Directive 2005/36/EC, as transposed into Irish law, and communicate with all key Stakeholders with regard to same, to Promote and implement best standards and quality service provision within the Registration Department, to respond in a timely and appropriate manner to national and international registration issues as they arise.

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

Statistics as of the 31st December 2014, with comparative figures from 2013.

Nurses and Midwives Registered

| | Active | Inactive | Total |
|--------------------|---------------|---------------|----------------|
| 2013 | 66,409 | 28,306 | 94,715 |
| 2014 | 64,790 | 29,814 | 94,604 |
| 2013 – 2014 | ↓ 1,619 | ↑ 1,508 | ↓ 111 |
| 2013 – 2014 | ↓ 2.4% | ↑ 5.4% | ↓ 0.12% |

Qualifications Registered

| Active | Active 2013 | Active 2014 | Inactive 2013 | Inactive 2014 | Total 2013 | Total 2014 |
|-------------------------|----------------|----------------|------------------|------------------|----------------|----------------|
| General | 54,846 | 53,441 | 23,518 | 24,695 | 78,364 | 78,136 |
| Psychiatric | 9,109 | 8,702 | 4,797 | 5,071 | 13,906 | 13,773 |
| Children's | 4,272 | 4,285 | 1,423 | 1,498 | 5,695 | 5,783 |
| Intellectual Disability | 4,762 | 4,741 | 1,068 | 1,158 | 5,830 | 5,899 |
| Midwifery | 11,525 | 11,020 | 6,819 | 7,197 | 18,344 | 18,217 |
| Nurse Prescriber | 641 | 770 | 11 | 13 | 652 | 783 |
| Public Health | 2,361 | 2,327 | 992 | 1,057 | 3,353 | 3,384 |
| Tutor | 614 | 614 | 233 | 242 | 847 | 856 |
| Adv Nurse Practitioner | 123 | 141 | 2 | 2 | 125 | 143 |
| Adv Mid Practitioner | 4 | 6 | 0 | 0 | 4 | 6 |
| Other | 138 | 115 | 439 | 456 | 577 | 571 |
| Total | 88,395 | 86,162 | 39,302 | 41,389 | 127,697 | 127,551 |

Summary

As of 31st December, 2014 there were a total of **94,604** individuals registered with **127,551** qualifications.

Active file: **64,790** individuals with **86,162** qualifications.

Inactive File

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

| | 2013 | 2014 |
|----------------|---------------|---------------|
| Retired | 12,505 | 13,304 |
| Unemployed | 1,128 | 1,150 |
| Career Break | 2,373 | 2,425 |
| Working Abroad | 7,705 | 8,119 |
| Other | 4,595 | 4,816 |
| Total | 28,306 | 29,814 |

Number of applications received for consideration of 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 | Total Number of Applications |
|--------------------|--|----------------------------------|---------------------------------------|---------------------------------|
| 2013 | 1,548 | 503 | 394 | 2,445 |
| 2014 | 1,603 | 614 | 431 | 2,648 |
| 2013 – 2014 | ↑ 55 | ↑ 111 | ↑ 37 | ↑ 203 |
| 2013 – 2014 | ↑ 3.5% | ↑ 22% | ↑ 9.4% | ↑ 8.3% |

Comparative figures for total EU & Non EU applications excluding Irish applications received for period January to December 2014

| | | | |
|------|---------------------------------------|------|---------|
| 2013 | Total EU/Non EU applications received | 897 | |
| 2014 | Total EU/Non EU applications received | 1045 | ↑ 16.5% |

Number of newly registered qualifications

| | Ireland 2013 | Ireland 2014 | EU 2013 | EU 2014 | Non-EU 2013 | Non-EU 2014 | Total 2013 | Total 2014 |
|-------------------------|-----------------|-----------------|------------|------------|----------------|----------------|---------------|---------------|
| General | 892 | 871 | 400 | 319 | 93 | 157 | 1,385 | 1,347 |
| Psychiatric | 277 | 266 | 30 | 20 | 2 | 2 | 309 | 288 |
| Children's | 155 | 157 | 9 | 7 | 0 | 0 | 164 | 164 |
| Intellectual Disability | 141 | 154 | 5 | 3 | 1 | 0 | 147 | 157 |
| Midwifery | 244 | 142 | 17 | 15 | 0 | 1 | 261 | 158 |
| Nurse Prescriber | 119 | 131 | 0 | 1 | 0 | 0 | 119 | 132 |
| Public Health | 39 | 76 | 2 | 0 | 0 | 0 | 41 | 76 |
| Tutor | 26 | 21 | 0 | 2 | 1 | 1 | 27 | 24 |
| Adv Nurse Practitioner | 14 | 21 | 0 | 0 | 0 | 0 | 14 | 21 |
| Adv Mid Practitioner | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 |
| Total | 1907 | 1,841 | 463 | 367 | 97 | 161 | 2,467 | 2,369 |

Top 5 countries of Training of new EU registrants

| Country – 2013 | Country – 2014 |
|----------------------|----------------------|
| 1: United Kingdom | 1: United Kingdom |
| 2: Portugal | 2: Poland |
| 3: Spain | 3: Spain |
| 4: Romania | 4: Romania |
| 5: Poland | 5: Portugal |
| + 15 other countries | + 14 other countries |

Top 5 Countries of Training of new non-EU registrants

| Country – 2013 | Country – 2014 |
|---------------------------|----------------------|
| 1: India | 1: India |
| 2: Nigeria | 2: Philippines |
| 3: USA | 3: Nigeria & USA |
| 4: Philippines & Zimbabwe | 4: Australia |
| 5: Australia | 5: Pakistan |
| + 13 other countries | + 23 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 NMBI to the equivalent Competent/Regulatory Authority in the country/state where the nurse/midwife is seeking registration. A nurse/midwife may apply for more than one CCPS in any given year.

- **1,173** individuals made a total of **1,400** CCPS requests in 2014.

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 – 2013 | Number of requests – 2014 |
|--------------------------|---------------------------|---------------------------|
| Australia | 643 | 349 |
| Canada | 129 | 77 |
| United Kingdom | 963 | 743 |
| United States of America | 67 | 64 |
| Other countries | 145 | 167 |
| Total | 1,947 | 1,400 |

Registration of Advanced Nurse Practitioners / Advanced Midwife Practitioners

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

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

The following notes the number of persons/ posts processed through NMBI during 2014 with comparative figures for 2013.

| Overview Statistics Advanced Practice | 2013 | 2014 |
|---|------|------|
| Advanced Nurse Practitioners Registered | 12 | 21 |
| Advanced Midwife Practitioners Registered | 0 | 2 |
| Accredited Advanced Nurse Practitioner Posts | 7 | 11 |
| AAccredited Advanced Midwifery Practitioner Posts | 0 | 4 |

Registration Appeals

| Appeals | 2013 | 2014 |
|---|------|------|
| Overall number of Appeals | 13 | 13 |
| Appeal against Refused registration | 8 | 10 |
| Appeal against Prescribed adaptation and assessment | 4 | 2 |
| Appeal against Failed adaptation | 1 | 1 |

Fitness to Practise Directorate 2014

Nurses Act, 1985

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

Applications for an Inquiry

Ten applications for an inquiry were considered.

- In three cases there was no prima facie case for the holding of an inquiry.
- In seven cases no decision could be made until matters under the criminal justice system had concluded. These seven cases were carried forward to 2015.

Inquiries held in 2014

Thirty inquiries were held in 2014. Of these, three had commenced in an earlier year and concluded in 2014. Seven Inquiries commenced in 2014 but had not concluded by year end. The Inquiries under the Nurses Act, 1985, were held over 61 days.

In addition, under the provisions of the Nurses and Midwives Act 2011, the Fitness to Practise Committee established under the Nurse and Midwives Act, 2011 met on 14 days – four Call Overs and five Inquiries over ten days (see details later in report). This represents the busiest year on record for fitness to practise activity. It does not represent an increase in complaints against nurses and midwives but a focus on reducing the time line between a decision to hold an Inquiry and the commencement of the Inquiry.

Summary of Inquiries Held in 2014 (Nurses Act, 1985)

| No. | Source of application | Category | Grounds for Inquiry | Grounds for Inquiry | Grounds proven | No. of Days | Sanction | Comment |
|-----|---|---|-------------------------------------|--|----------------------------|-------------|-----------------------|--|
| | <ul style="list-style-type: none"> • Manager • Public • Board • Other | <ul style="list-style-type: none"> • Clinical practice/ Competence • Behaviour • Drug/Alcohol abuse • Failure to adhere to Conditions | (a) Alleged professional misconduct | (b) Alleged unfitness by reason of physical or mental disability | (a), (b) or both (a) & (b) | | | |
| 1 | Board | Behaviour | (a) | (b) | (a) | 1 | Censure | Inquiry commenced in 2013 & concluded in 2014 (1 day) |
| 2 | Manager | Clinical practice/ Competence; Behaviour | (a) | | (a) | 2 | None | |
| 3 | Manager | Clinical practice/ Competence; Behaviour | (a) | | No finding | 2 | - | Inquiry commenced in 2012, continued in 2013 (1day) & concluded in 2014 (2 days) |
| 4 | Board | Clinical practice/ Competence; Behaviour | (a) | | (a) | 2 | Censure | |
| 5 | Board | Behaviour; Drug/ Alcohol abuse | (a) | (b) | (a) & (b) | 1 | Erased | |
| 6 | Manager | Behaviour | (a) | | No finding | 2 | - | |
| 7 | Manager | Behaviour | | (b) | (b) | 1 | Erased | |
| 8 | Manager | Behaviour | (a) | (b) | (a) | 1 | Censure & Conditions | |
| 9 | Manager & Board | Behaviour | (a) | (b) | | 1 | | Inquiry Report awaiting consideration by the Board. |
| 10 | Manager | Clinical practice / Competence; Behaviour | (a) | | (a) | 3 | Erased | |
| 11 | Manager | Clinical practice / Competence; Behaviour | (a) | (b) | | 7 | | Inquiry commenced in 2014 but did not conclude by year end |
| 12 | Board | Behaviour | (a) | | | 2 | | Inquiry commenced in 2014 but did not conclude by year end |
| 13 | Manager | Clinical practice/ Competence | (a) | | (a) | 1 | Censure and condition | |
| 14 | Board | Clinical practice / Competence | (a) | (b) | | 1 | | Inquiry commenced in 2014 but did not conclude by year end |
| 15 | Manager | Behaviour | (a) | | | 7 | | Inquiry commenced in 2014 but did not conclude by year end |

| | | | | | | | | |
|----|----------------|---|-----|-----|-------------|---|---------------------------|--|
| 16 | Manager | Behaviour | (a) | | (a) | 2 | Erased | Inquiry commenced in 2013 (2 days) & concluded in 2014 (2 days). |
| 17 | Manager | Clinical practice / Competence; Behaviour | (a) | | (a) | 3 | Erased | |
| 18 | Manager | Behaviour | (a) | | (a) | 1 | Censure | |
| 19 | Manager | Clinical practice / Competence; Behaviour | (a) | | No finding | 2 | - | |
| 20 | Manager | Clinical practice / Competence; Behaviour | (a) | | (a) | 3 | Censure | |
| 21 | Manager, Other | Clinical practice / competence | (a) | | | 1 | | Inquiry commenced in 2014 but did not conclude by year end |
| 22 | Manager | Clinical practice / Competence; Behaviour | (a) | (b) | (a) and (b) | 1 | Suspension and conditions | |
| 23 | Manager | Behaviour | (a) | | (a) | 1 | Erased | |
| 24 | Other | Clinical practice / competence | (a) | | (a) | 3 | Advised | |
| 25 | Board | Clinical practice / Competence; Behaviour | (a) | | | 2 | | Inquiry commenced in 2014 but did not conclude by year end |
| 26 | Manager | Behaviour | (a) | | No finding | 2 | - | |
| 27 | Other | Clinical practice / competence | (a) | | (a) | 1 | Advised | |
| 28 | Manager | Behaviour | (a) | | (a) | 2 | Erased | |
| 29 | Manager | Clinical practice / competence | (a) | | | 2 | | Inquiry commenced in 2014 but did not conclude by year end |
| 30 | Manager | Clinical practice / competence; Behaviour | (a) | | (a) | 1 | Censure | |

| | | | | | | |
|--|--|----------|---------|--|----|---|
| Manager = 22 Board = 7 Other = 3 Public = 0 | Behaviour = 24 Clinical practice / Competence = 17 Drug/Alcohol abuse = 1 Failure to adhere to Conditions = 0 | (a) = 29 | (b) = 8 | | 61 | |
| In 2 cases there were 2 sources of application | In 18 cases there was 1 category; in 12 cases there were 2 categories. | | | (a) only = 14 (b) only = 1 (a) & (b) = 2 No finding = 4 | | Erased = 7 Suspension = 0 Suspension and conditions = 1 Conditions only = 0 Censure = 5 Censure and conditions = 2 Admonish = 0 Advise = 2 Findings but no sanction = 1 |

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

Preliminary Proceedings Committee

On the 1st January 2014 there were ninety-seven outstanding cases for Preliminary Proceedings Committee ("PPC") consideration.

A further fifty six confirmed complaints were received during the period 1st January and 31st December 2014, giving the PPC a total of 153 cases to consider in 2014.

By the end of 2014 the PPC had made decisions on eighty-six of these cases. Of these eighty-six cases:

- Fifty-two (60%) of the cases were referred to the Board where the PPC were of the opinion that no further action was warranted.
- Twenty-seven (32%) were referred to the Fitness to Practise Committee for an Inquiry.
- One case was referred to the Board under Section 55(6) of the Nurses and Midwives Act 2011 (criminal conviction).
- Six cases were referred to the Board under Section 57(11) of the Nurses and Midwives Act 2011 (complaint withdrawn).

Sixty-seven cases were still under consideration at the end of 2014.

Preliminary Applications ("Call Overs")

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

Four Call Over meetings were held in 2014.

Public Inquiries

Inquires under the 2011 Act are automatically held in public. However, an application may be made by the registrant or a witness for all of the Inquiry or for part of the Inquiry to be held in private.

Summary of Inquiries held in 2014 (Nurses and Midwives Act, 2011)¹

| No. | Source of application | Category | Grounds for Inquiry | Grounds proven | Inquiry | No. of Days | Sanction | Comment |
|-------|---|---|--------------------------------|----------------|---|-------------|--|---------|
| | <ul style="list-style-type: none"> • Manager • Public • Board • Other | <ul style="list-style-type: none"> • Clinical practice/ Competence • Behaviour • Drug/Alcohol abuse • Failure to adhere to Conditions | See list of grounds (a) to (i) | | Held in private or public | | | |
| 1 | Manager | Behaviour | (a) | (a) | Public | 4 | Censure & Fine (€2000) & Conditions | |
| 2 | Manager | Behaviour | (a) | (a) | Private | 2 | Censure & Fine (€1000) & Conditions | |
| 3 | Other | Drug/Alcohol abuse | (a) | (a) | Private | 1 | Censure | |
| 4 | Manager | Behaviour | (a) | (a) | Part Public Part Private | 2 | Suspension for 1 year & a Condition | |
| 5 | Manager | Clinical practice/ Competence | (a) | (a) | Public | 1 | Censure & Fine (€1500) & a Condition | |
| Total | Manager = 4 Other = 1 | Clinical practice/ competence = 1 Behaviour = 3 Drug/alcohol abuse = 1 | 5 = (a) | 5 | Public = 2 Private = 2 Part Public, Part Private = 1 | 10 | An advice only = 0 An advice & conditions = 0 An admonishment only = 0 An admonishment & conditions = 0 Censure only = 1 Censure & Conditions = 0 Censure & Fine = 0 Censure & Fine & Conditions = 3 Conditions only = 0 Suspension = 0 Suspension & Condition = 1 Cancellation of registration = 0 | |

¹ Inquiries under the Nurses and Midwives Act 2011 commenced on 29th September 2014.

Section 58

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

The Board considered eight cases pursuant to section 58.

- In five cases the Board made an application to the High Court for a section 58 Order. In four cases, the Order was granted.

- In one case the Court accepted an undertaking from the registrant in relation to their practice.

- In one case the Board accepted an undertaking from the registrant in relation to their practice.

- In two cases the Board decided not to make an application to the High Court.

Nurses and Midwives with Conditions Attached to the Retention of their Names in the Register

The monitoring of the Conditions attached to the retention of a nurse or midwife's name in the Register is a function of the Board. As of 31st December, 2014, there were twenty-four nurses and midwives with conditions attached to their name on the Register.

In 2014 the Board removed the Conditions attached to one registrant's name.

Publication

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

Appendix One

NMBI Board Members



Mr. Paul Gallagher (President)

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

*Board Member, Director of
Nursing, HSE Nominee*



Mr. John Murray

Community Mental
Health Nurse
Waterford

Vice President

Clinical Practice –
Psychiatric Nursing



Ms. Mary Barrett

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

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



Mr. Mark Blake-Knox

Chief Executive Officer,
The Cheshire Foundation
in Ireland

*Board Member from the
Voluntary Sector*



Dr. Eamon Breathnach

Consultant Radiologist,
Dublin

*Board Member, Medical
Council Nominee*



Ms. Margaret Carroll

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

*Board Member, HEI
Nominee*



Ms. Essene Cassidy

Clinical Practice Public
Health Nurse, Waterford

*Board Member from the
practice of Public Health
Nursing*



Ms. Mary Connor

Nurse Tutor, Centre of
Nurse Education, Galway

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



Ms. Sinead Cleary

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

*Board Member from the
practice of Midwifery*



Mr. John Cregan

Director, HSE Regional
Health Office,
Co. Offaly

*Board Member, HSE
Nominee*



Ms. Colette Finn

Doctoral Student,
Cork

*Board Member, Public
Representative*



Mr. Noel Giblin

Staff Nurse Intellectual
Disability Services,
Co. Mayo

*Board Member from the
practice of Intellectual
Disability*



Prof. Michael Larvin

Head of Graduate Entry
Medical School, University
of Limerick

*Board Member, Minister
for Education and Skills
Nominee*



Ms. Rosarii Mannion

HSE, Assistant National
Director HR.
Co. Meath

*Board Member, HSE
Nominee*



Ms. Michele Monahan

Radiographic Services
Manager, Connolly
Hospital, Dublin

*Board Member, CORU
Nominee*



Ms. Linda Phelan

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

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



Ms. Madeline Spiers

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

*Board Member
from the practice of
General Nursing*



Prof. John Wells

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

*Board Member, HEI
Nominee*



Mr. Denis Murphy

Regulatory Compliance
and Quality Manager,
Dublin Dental University
Hospital

*Board Member, Public
Representative*



Dr. Pat Nash

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

*Board Member, Public
Representative*



Dr. Kevin O'Carroll

Standards and Technology
Officer, HIQA

*Board Member, HIQA
Nominee*



Mr. Pat Dolan

Retired Area Manager,
HSE

*Board Member, Public
Representative*



Mr. Dermot Manning

Barrister, Dublin

*Board Member, Public
Representative*

Board member attendance 2014

- Board members are required to attend 4 meetings of the Board each year.
- For the purpose of determining attendance each day that a Board member attends a Board meeting is constituted as one attendance.

| | 20/01 | 25/02 | 26/02 | 16/04 | 29/04 | 30/04 | 24/06 | 25/06 | 01/08 | 19/08 | 16/09 | 17/09 | 22/10 | 18/11 | 19/11 | 12/12 | Total |
|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| P. Gallagher | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 16 |
| J. Murray | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 16 |
| M. Spiers | ✓ | ✓ | x | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 15 |
| J. Wells | x | ✓ | ✓ | ✓ | x | x | x | x | ✓ | ✓ | ✓ | ✓ | x | ✓ | ✓ | x | 9 |
| L. Phelan | ✓ | ✓ | x | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 15 |
| M. Carroll | x | ✓ | ✓ | ✓ | ✓ | x | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | x | ✓ | ✓ | ✓ | 13 |
| M. Barrett | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 16 |
| E. Cassidy | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 16 |
| N. Giblin | x | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 15 |
| S. Cleary | ✓ | ✓ | ✓ | ✓ | x | x | ✓ | ✓ | x | ✓ | x | ✓ | ✓ | ✓ | ✓ | ✓ | 12 |
| M. Connor | x | ✓ | ✓ | x | ✓ | ✓ | ✓ | ✓ | ✓ | x | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 13 |
| P. Nash | x | x | x | x | ✓ | ✓ | ✓ | x | x | x | x | x | x | x | x | x | 3 |
| P. Dolan | x | ✓ | ✓ | ✓ | x | x | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 13 |
| C. Finn | x | ✓ | ✓ | x | ✓ | ✓ | x | x | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 12 |
| D. Murphy | ✓ | ✓ | x | x | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 14 |
| M. B-Knox | x | ✓ | x | ✓ | x | x | x | x | ✓ | x | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 9 |
| M Monahan | x | ✓ | ✓ | x | ✓ | ✓ | ✓ | ✓ | x | ✓ | x | x | ✓ | ✓ | ✓ | ✓ | 11 |
| K O'Carroll | ✓ | ✓ | ✓ | x | x | ✓ | ✓ | x | ✓ | ✓ | ✓ | x | x | x | ✓ | ✓ | 10 |
| M. Larvin | x | ✓ | x | ✓ | x | ✓ | x | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | x | x | ✓ | 10 |
| D. Manning | x | x | x | ✓ | x | ✓ | ✓ | ✓ | ✓ | ✓ | x | ✓ | ✓ | ✓ | ✓ | ✓ | 11 |
| R. Mannion | x | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | x | ✓ | x | ✓ | ✓ | ✓ | ✓ | 13 |
| J. Cregan | x | x | x | ✓ | x | x | ✓ | x | x | ✓ | x | ✓ | x | x | ✓ | ✓ | 6 |
| E Breatnach | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | x | x | ✓ | x | ✓ | ✓ | x | ✓ | ✓ | x | 11 |

Fees/Travel & Subsistence paid to Board Members 2014

| | Total | Travel and Subsistence | Board Fees* |
|----------------------------|----------------|------------------------|---------------|
| Paul Gallagher (President) | 3,467 | 3,467 | 0 |
| John Murray | 8,665 | 8,665 | 0 |
| Mary Barrett | 0 | 0 | 0 |
| Mark Blake-Knox | 14,420 | 0 | 14,420 |
| Eamon Breathnach | 17,512 | 2,122 | 15,390 |
| Margaret Carroll | 1,289 | 1,289 | 0 |
| Essene Cassidy | 5,675 | 5,675 | 0 |
| Mary Connor | 5,439 | 5,439 | 0 |
| Sinead Cleary | 568 | 568 | 0 |
| John Cregan | 2,221 | 2,221 | 0 |
| Pat Dolan | 16,429 | 2,008 | 14,420 |
| Colette Finn | 17,804 | 3,384 | 14,420 |
| Noel Giblin | 6,732 | 6,732 | 0 |
| Michael Larvin | 1,080 | 1,080 | 0 |
| Dermot Manning | 11,553 | 0 | 11,553 |
| Rosarii Mannion | 0 | 0 | 0 |
| Michele Monahan | 526 | 526 | 0 |
| Denis Murphy | 0 | 0 | 0 |
| Pat Nash | 0 | 0 | 0 |
| Kevin O'Carroll | 1,289 | 1,289 | 0 |
| Linda Phelan | 1,494 | 1,494 | 0 |
| Madeline Spiers | 0 | 0 | 0 |
| Prof. John Wells | 2,703 | 2,703 | 0 |
| Total | 118,868 | 48,665 | 70,203 |

* Includes 2013 Board Members Fees.

Appendix Two

Board Committees

Midwives Committee

Committee Structure: 14 Members (5 Board and 9 non-Board).

Chairperson: Ms Margaret Carroll

Vice Chair: Ms Sinead Cleary

Five meetings of the Midwives Committee were held in 2014.

| Board Members | Nurse/Midwife/Lay | No. of meetings attended |
|------------------------|---|--------------------------|
| Ms Mary Barrett | Nurse | 5 |
| Ms Sinead Cleary | Midwife | 4 |
| Ms Margaret Carroll | Midwife | 5 |
| Dr Michael Larvin | Lay representative | 2 |
| Ms Rosarii Mannion | Lay representative | 3 |
| Non-Board Appointments | Nurse/Midwife/Lay | No. of meetings attended |
| Ms Geraldine Keohane | 1 midwife representing midwifery management (HSE) | 2 |
| Ms Mary Brosnan | 1 nurse representing nursing management (IADNAM) | 3 |
| Ms Mary Godfrey | 1 representative from the Clinical Indemnity Scheme | 4 |
| Dr Declan Keane | 1 registered medical practitioner registered in the specialist division in relation to obstetrics and gynaecology under the Medical Practitioners Act, 2007 | 2 |
| Cathriona Molloy | Lay representative | 3 |
| Ms Sally Millar | Midwife | 4 |
| Ms Siobhan Canny | Midwife | 4 |
| Mr John Lamont | Lay representative | 2 |
| Dr Fidelma Flynn | Lay representative | 2 |

Preliminary Proceedings Committee

The role of the Preliminary Proceedings Committee is to give initial consideration to complaints.

Committee Structure: 10 Members (4 Board Members and 6 non-Board Members).

Chairperson: Ms Linda Phelan

Vice-Chair: Mr Denis Murphy

Eight meetings of the Preliminary Proceedings Committee were held in 2014.

| Board Members | Nurse/Midwife/Lay | No. of meetings attended |
|---------------------------|--------------------|--------------------------|
| Ms Linda Phelan | Nurse | 7 |
| Ms Sinead Cleary | Midwife | 7 |
| Dr Eamann Breatnach | Lay representative | 4 |
| Mr Denis Murphy | Lay representative | 7 |
| Non-Board Appointments | Nurse/Midwife/Lay | No. of meetings attended |
| Mr Timothy Frawley | Nurse | 8 |
| Ms Jane Mary Miriam Kelly | Midwife | 6 |
| Ms Ann Sheehan | Lay representative | 6 |
| Ms Clodagh Geraghty | Lay representative | 6 |
| Ms Geraldine Feeney | Lay representative | 6 |
| Dr Fidelma Flynn | Lay representative | 5 |

Fitness To Practise Committee (Nurses and Midwives Act 2011)

The Fitness to Practise Committee meets in panels of five members at call overs and Inquiries.

Committee Structure: 24 Members (8 Board Members and 16 non-Board Members).

Chairperson: Mr Noel Giblin

Vice-Chair: Ms Essene Cassidy

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

Fitness to Practise Committee (Nurses Act, 1985)

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

Committee structure: Twenty members

Chairperson: Ms Pauline Treanor

Vice Chair: Ms Maureen Kington

Thirty inquiries and four committee meetings were held in 2014. The committee will continue to meet regarding the management of extant cases; 20 inquiries remain to be scheduled.

| Board members (Nurses Act, 1985) | No of committee meetings attended | No of inquiries attended |
|----------------------------------|-----------------------------------|--------------------------|
| Ms Pauline Treanor | 4 | 4 |
| Ms Maureen Kington | 2 | 7 |
| Ms Caitriona Molloy | 2 | 6 |
| Ms Jacinta Mulhere | 3 | 2 |
| Dr Robert Burns | 0 | 0 |
| Ms Mary Godfrey | 3 | 4 |
| Ms Deirdre Duffy | 3 | 2 |
| Ms Cathryn Lee | 2 | 6 |
| Ms Orla O'Reilly | 0 | 2 |
| Mr John McCardle | 2 | 4 |
| Ms Mary Kenneally | 0 | 0 |
| Ms Siobhan Quirke | 4 | 9 |
| Ms Eimear McAuliffe | 4 | 5 |
| Ms Aine McHugh | 1 | 1 |
| Ms Jacqueline Burke | 3 | 6 |
| Ms Ann Sheehan | 3 | 18 |
| Ms Marie Gilligan | 3 | 9 |
| Ms Virginia Pye | 1 | 3 |
| Mr Gerard Maguire | 1 | 2 |
| Dr Eamon Breathnach | 3 | 2 |

Education & Training Committee

The Education and Training Committee monitors adherence to standards and evaluates compliance to standards and criteria for the education and training of nurses and midwives on behalf of NMBI.

Committee Structure: 11 Members (7 Board and 4 non-Board).

Chairperson: Prof John Wells

Vice-Chair: Ms Rosarii Mannion

Five meetings of the Education and Training Committee were held in 2014.

| Board Members | Nurse/Midwife/Lay | No. of meetings attended |
|--|---|--------------------------|
| Ms Mary Connor | Nurse | 3 |
| Ms Margaret Carroll | Midwife | 2 |
| Mr Paul Gallagher | Nurse | 5 |
| Prof John Wells | Nurse | 1 |
| Dr Michael Lavin | Lay representative | 5 |
| Ms Rosarii Mannion | Lay representative | 4 |
| Dr Kevin O'Carroll | Lay representative | 3 |
| Non-Board Appointments | Nurse/Midwife/Lay | No. of meetings attended |
| Ms Mairead Lyons (resigned from committee 1.10.14) | 1 nurse representative from clinical management (IADNAM) | 4 |
| Ms Sarah Lennon (joined the committee 18.12.14) | 1 representative from a national patient association not represented on the Board | 1 |
| Dr Bryan Maguire | 1 representative from Quality and Qualification Ireland | 4 |
| Mr Michael Kavanagh | 1 representative from the Registrars of the HEIs | 2 |

Ethics Committee

The role of the Ethics Committee is based upon the professional guidance function of the Board to specify standards of practice for registered nurses and registered midwives, including the establishment, publication, maintenance and review of appropriate guidance on all matters related to professional conduct and ethics for registered nurses and registered midwives and a code of professional conduct for registered nurses and registered midwives.

Committee Structure: 12 Members (6 Board Members and 6 non-Board Members), the Committee membership was extended to 15 in September, 2014.

Chairperson: Ms Essene Cassidy

Vice-Chair: Dr Eamann Breatnach

Four meetings of the Ethics Committee were held in 2014.

| Board Members | Nurse/Midwife/Lay | No. of meetings attended |
|----------------------------|--|--------------------------|
| Ms Essene Cassidy | Nurse | 4 |
| Dr Eamann Breatnach | Lay representative | 3 |
| Prof John Wells | Nurse | 1 |
| Mr John Cregan | Lay representative | 3 |
| Mr Denis Murphy | Lay representative | 3 |
| Ms Sinead Cleary | Midwife | 4 |
| Non-Board Appointments | Nurse/Midwife/Lay | No. of meetings attended |
| Prof Louise Daly | 1 of 2 representatives from a university/IOT with school/department of nursing/midwifery responsible for teaching ethics (one to be a nurse) (HEI) | 3 |
| Ms Louise Kavanagh McBride | 1 of 2 representatives from a university/IOT with school/department of nursing/midwifery responsible for teaching ethics (one to be a nurse) (HEI) | 3 |
| Ms Maureen Nolan | 1 representative from the Office of the Nursing and Midwifery Services Director of the HSE | 3 |
| Dr Joan McCarthy | Patient representative (Irish Hospice Foundation) | 1 |
| Ms Marian Dowling | Patient representative (National Service User Executive) | 0 |
| Ms Kathleen Henry | 1 representative from the field of law | 0 |
| Ms Caroline Lamb | Representative from the practice of nursing (commenced September 2014) | 2 |
| Ms Sile Gill | Representative from the practice of midwifery (commenced September 2014) | 2 |
| Dr Therese Meehan | Representative from academia (commenced September 2014) | 2 |

Validation Committee

The Validation Committee was established by the Education and Training Committee to perform such of the Board's functions regarding education and training of nurses, midwives and candidates as are assigned by the Board to the Education and Training Committee.

Committee Structure: 8 members

Chairperson: Prof John Wells

Vice-Chair: Ms Mary Connor

Six meetings of the Validation Committee were held in 2014.

| Board Members | Nurse/Midwife/Lay | No. of meetings attended |
|--|---|--------------------------|
| Prof John Wells | Nurse | 3 |
| Ms Mary Connor | Nurse | 4 |
| Dr Kevin O'Carroll | Lay representative | 4 |
| Ms Margaret Carroll | Midwife | 0 |
| Non-Board Appointments | Nurse/Midwife/Lay | No. of meetings attended |
| Dr Mary Gobbi | External expert with expertise in nurse/midwifery Education (UK) specifically in relation to the Tuning Process (Nurse) | 4 |
| Ms Bernie Kerry | A nurse with expertise in the support of students/staff nurses regarding the programmes being considered from NMPDU (Nurse) | 5 |
| Ms Elizabeth Adams | Representative from a nursing and midwifery association (Nurse) | 3 |
| Ms Mairead Lyons (resigned from committee 1.10.14) | Representative from a nursing and midwifery association (IADNAM) | 4 |
| Ms Sarah Lennon (joined the committee 18.12.14) | 1 representative from a National Patient Association | 1 |

Standards Committee

The Standards Committee was established by the Education and Training Committee to perform such of the Board's functions regarding education and training of nurses, midwives and candidates as are assigned by the Board to the Education and Training Committee.

Committee Structure: 6 members

Chairperson: Ms Margaret Carroll

Vice-Chair: Prof John Wells

Two meetings of the Standards Committee were held in 2014.

| Board members | Nurse/Midwife/Lay | Total no of meetings |
|------------------------|---|----------------------|
| Prof John Wells | Nurse | 1 |
| Ms Margaret Carroll | Midwife | 2 |
| Non-Board Appointments | Nurse/Midwife/Lay | |
| Dr Bryan Maguire | Expertise in standards of education (Lay representative) (Head of Qualifications Services, QQI) | 2 |
| Ms Aisling Culhane | Representative from a nursing and midwifery association (Nurse) (Research and Development Advisor, PNA) | 2 |
| Prof Kathy Murphy | 1 representative from the HEI (Universities), Education | 2 |
| Mr Myles Hackett | 1 representative from the HEI (IOTs), Education | 1 |

Audit and Finance Committee

The Audit and Finance Committee monitors the integrity of NMBI's financial statements. It reviews NMBI's internal financial control system and risk management system and monitors and reviews the effectiveness of NMBI's internal audit function. It ensures that NMBI complies with its statutory requirements and good practice.

Committee Structure: 9 Members (6 Board and 3 non-Board)

Chairperson: Ms Colette Finn

Vice-Chair: Mr Dermot Manning

Eight meetings of the Audit and Finance Committee were held in 2014. The budget and business plan for 2015 was approved by the Committee.

The Committee approved the updated NMBI Corporate procurement plan 2012-2014.

A tender process for the appointment of new Internal Auditors was carried out and a proposal was presented to the Board.

| Board Members | Nurse/Midwife/Lay | No. of meetings attended |
|------------------------|--------------------|--------------------------|
| Mr Paul Gallagher | Nurse | 8 |
| Mr Mark Blake-Knox | Lay representative | 7 |
| Mr John Cregan | Lay representative | 6 |
| Ms Colette Finn | Lay representative | 8 |
| Mr Pat Dolan | Lay representative | 8 |
| Mr Dermot Manning | Lay representative | 7 |
| Non-Board Appointments | Nurse/Midwife/Lay | No. of meetings attended |
| Mr John Lamont | Lay representative | 6 |
| Ms Aveline Casey | Nurse | 5 |
| Ms Mary McCarthy | Nurse | 6 |

Registration Committee

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

The Registration Committee is established pursuant to section 24 (1) of the NMA 2011.

Committee activity in 2014 included:

- Assessment of registration appeals.
- Assessment of ANP/AMP post and person applications.
- Accreditation of ANP posts.
- Removal from the ANP Division of the Register (cessation of employment in accredited ANP post).

Committee Structure: 7 Members (4 Board Members and 3 non-Board Members).

Chairperson: Ms Sandra McCarthy

Vice-Chair: Ms Cathriona Molloy

Four meetings of the Registration Committee were held in 2014.

| Board Members | Nurse/Midwife/Lay | No. of meetings attended |
|------------------------|--|--------------------------|
| Ms Linda Phelan | Nurse | 4 |
| Dr Pat Nash | Lay representative | 0 |
| Ms Mary Connor | Nurse | 3 |
| Dr Kevin O'Carroll | Lay representative | 3 |
| Non-Board Appointments | Nurse/Midwife/Lay | No. of meetings attended |
| Ms Sandra McCarthy | Nurse or midwife representative of the Centres of Nursing and Midwifery Education (CNME) | 4 |
| Ms Margaret Feeney | Patient Representative (Alzheimer Society) | 2 |
| Ms Cathriona Molloy | Patient representative (Patient Focus) | 3 |

Appendix Three

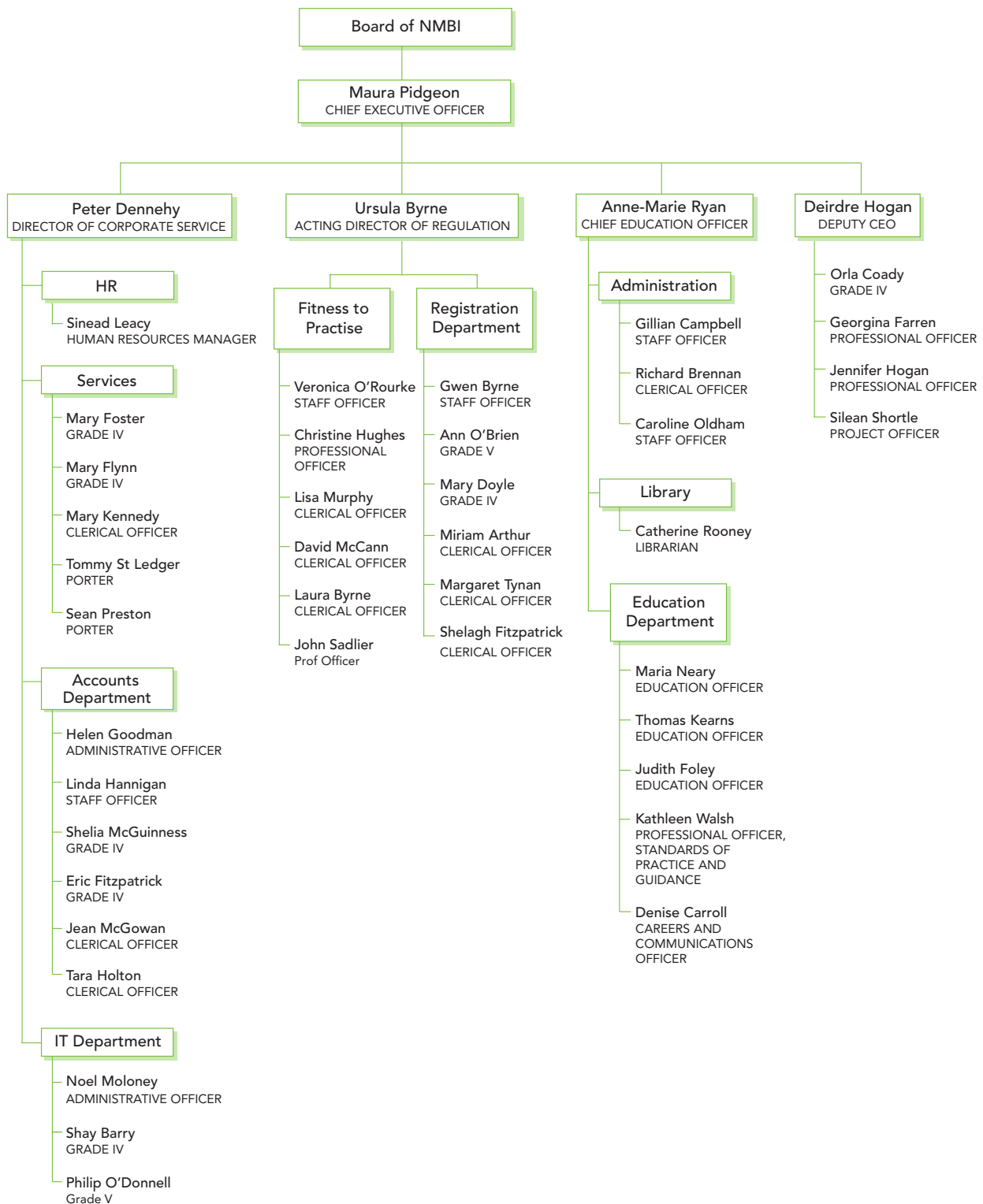
Board Representation on External Committees

| Organisation | Representative |
|--|------------------------------------|
| Health and Social Care Regulatory Forum CEO Group | Maura Pidgeon |
| Association of Chief Executive of State Agencies (ACESA) | Maura Pidgeon |
| International Nurse Regulators Collaborative (INRC) | Maura Pidgeon & Paul Gallagher |
| National Council of State Boards of Nursing (NCSBN) | Maura Pidgeon |
| European Council of Nursing Regulators (FEPI) | Maura Pidgeon |
| Network of European Midwifery Regulators | Ursula Byrne & Gwen Byrne |
| International Confederation of Midwives – regulation Committee | Ursula Byrne |
| Fitness to Practise Forum –Directors of FTP in regulatory authorities in Ireland | Ursula Byrne |
| Registration Forum – Heads of Registration Departments in Ireland | Gwen Byrne |
| CAWT (Co-operation and working together group) | Gwen Byrne |
| EU Competent Authority Group (Directive 2013/55/EU Implementation Irish CA group- European Professional Card | Gwen Byrne |
| HIQA - Patient safety and quality care | Thomas Kearns |
| Health and Social Care Regulatory Forum | Maura Pidgeon |
| FEPI - Working Group of Education, Training and Competence | Anne-Marie Ryan |
| Quality & Qualifications Ireland (QQI) | Judith Foley |
| HIQA Board Member | Judith Foley |
| Network of European Nursing Competent Authorities | Judith Foley |
| CAWT -Cross Border Nursing Service Provision and Training | Judith Foley |
| HSE Pronouncement of Death National Advisory Group | Maura Pidgeon |
| RCPI - Working Group on Traffic Medicine | Anne-Marie Ryan and Kathleen Walsh |
| Medication Safety Forum | Kathleen Walsh |
| Medication Management Group for Residential Services | Kathleen Walsh |

| | |
|--|-----------------|
| All-Ireland Institute Hospice and Palliative Care Steering Committee | Kathleen Walsh |
| Advisory Group Nurse Prescribing of Medical Ionising Radiation | Kathleen Walsh |
| National Midwifery Workforce Planning Group | Bernie Connolly |
| Clinical Governance Group for Home Births | Bernie Connolly |
| Maternal Mortality in Ireland Working Group | Ursula Byrne |
| National Steering Group for the Implementation of Vision for Psychiatric & Mental Health Nursing | John Murray |
| National Immunisation Advisory Committee | Essene Cassidy |
| HIQA, Advisory Group National Standards for the Protection and Welfare of Children | Judith Foley |
| HSE Patient First Initiative, Medication Safety Forum | Kathleen Walsh |
| HSE, National Clinical Leadership Development Project | Kathleen Walsh |
| HSE, X-ray prescribing | Kathleen Walsh |
| HSE Handover Communication Maternity Services | Bernie Connolly |

Appendix Four NMBI Organisation Chart

2014



Appendix Five

Higher Education Institutions and Associated Healthcare Institutions

Higher Education Institutions Approved for Pre-Registration Honours Degree Programmes at 31st December 2014

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 2014

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

Notes



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