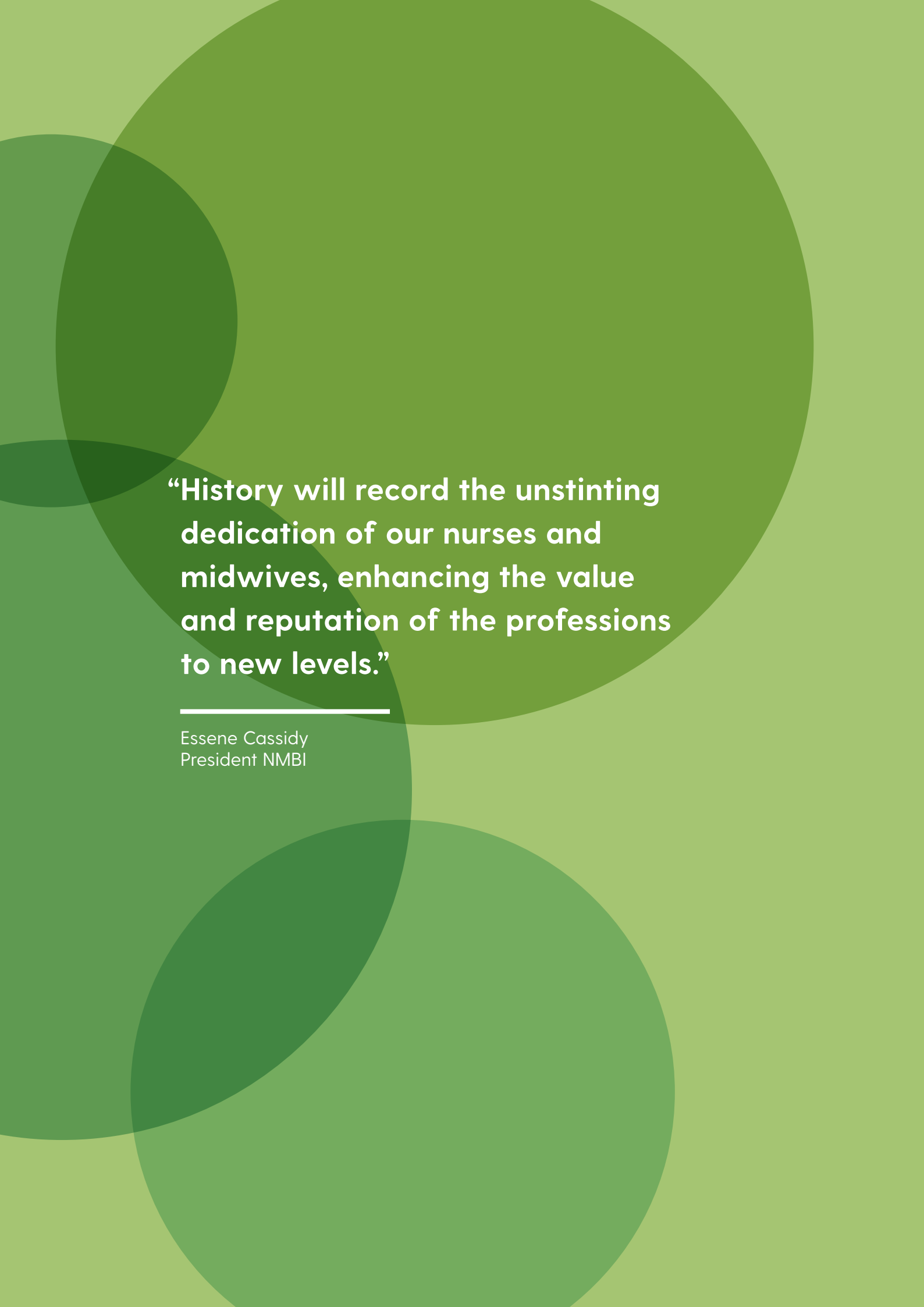




Bord Altranais agus
Cnáimhseachais na hÉireann
Nursing and Midwifery
Board of Ireland

Annual Report
2021



**“History will record the unstinting
dedication of our nurses and
midwives, enhancing the value
and reputation of the professions
to new levels.”**

Essene Cassidy
President NMBI

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President's Address

2020 was a dark year for our country and for the world in the midst of a global pandemic but 2021 offered new hope and resolve for our society and our professions as science stood up to Covid-19.

As we began the new year, our nurses and midwives continued their dedication to patients in all healthcare settings, and many supported the vaccination roll out across the country.

On behalf of the Board, I want to sincerely thank our registered nurses and midwives for their incredible contribution during the Covid-19 pandemic. History will record their huge dedication, and the esteem our professions are now held in by the public.

I also want to welcome the almost 5,000 newly-registered nurses and midwives who joined the NMBI Register in 2021. These included 1,526 Irish registrants, 374 from EU countries and 3,094 from countries outside the EU. As the roll-out of Sláintecare continues and our population continues to grow, we will need more nurses and midwives than ever before, and I would encourage more people to consider choosing a career in nursing and midwifery.

As the regulator for more than 82,000 nurses and midwives in Ireland, NMBI's mission is to protect the public and the integrity of the professions through the promotion of high standards of education, training and professional conduct. We will continue to ensure we can adapt to the evolving healthcare environment both globally and locally, and regulate effectively, while upholding the highest standards.

We remain committed to building trust and to ensuring our role as a regulator is understood through communicating more frequently and effectively with our registrants and our stakeholders. We will also continue to focus on the continued digitisation of our organisation.

Development of our new three-year Statement of Strategy from 2023-2025 will begin in 2022 and we are more aware now than ever of the need to provide ongoing leadership to registered nurses and registered midwives.

Our professions continue to evolve, and the pandemic has fast-tracked the modernisation of many elements of health care. I am confident that our nurses and midwives are committed to embracing change for the betterment of patients.

NMBI works closely with a range of organisations and on behalf of the Board I want to thank Government, the Minister for Health Stephen Donnelly and his Ministers of State, the Department of Health, the HSE, staff organisations, higher education institutions and other regulator colleagues.

On behalf of the Board, I would like to acknowledge our CEO, Sheila McClelland and the NMBI team for their hard work, agility and professionalism throughout 2021.

I would like to thank all my Board and Committee colleagues for their dedication and commitment throughout 2021. Collectively, they play a pivotal role in overseeing NMBI's functions and their contribution and commitment ensure that we continue to maintain the highest standards in the nursing and midwifery professions. 2021 saw a change in Board membership as members went out of office at the end of 2020 and I was delighted to welcome nine new members to the Board in 2021

Ms Áine Lynch, Mr Joseph Shalbin Kallarakkal, Ms Marian Vaughan, Ms Louise Collins, Ms Siobhán McArdle, Prof Michael Rigby, Ms Anne-Marie Duffy, Dr Conan McKenna and Dr Cyril Sullivan all settled in quickly. Dr Louise Kavanagh McBride was reappointed to the Board for a second term.

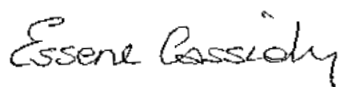
In 2021 we also said farewell to Ms Kathleen Lombard and Dr Laura Sahn and I want to thank them sincerely for their outstanding contributions to the Board.

Ms Lorraine Clarke-Bishop was reappointed to the Board in 2021, before leaving to take up a staff role with NMBI.

2021 was also my penultimate year as President of NMBI. It has been a privilege and an honour to hold this esteemed position and I look forward to 2022 with renewed optimism and handing over to a new President in December.

Finally, on behalf of the Board, I would like to acknowledge again the dedicated work of our registrants and thank them for their continued compassion, care and kindness in challenging work environments.

NMBI remains committed to protecting the public and protecting and enhancing and supporting our professions in 2022.



Essene Cassidy
President
Nursing and Midwifery Board of Ireland



Chief Executive Officer's Foreword

The past year, the second year of the pandemic, has seen NMBI adapt and evolve as we work to support registered nurses and midwives to provide patient care to the highest standards. Regular and proactive engagement with our registrants and all of our stakeholders facilitated this work, allowing our teams to react quickly and implement positive change.

I am very proud of all NMBI staff who worked tirelessly throughout 2021, and I want to sincerely thank them for their ability to adapt to change in a fast-moving environment.

NMBI has become the first professional health regulator to move registration online as part of a wider modernisation process. Our requirement for annual renewal of registration was completed for the first time digitally in Spring 2021. While most registrants engaged with the system successfully, we acknowledge that some nurses and midwives experienced difficulties. NMBI listened to registrants and intensive work took place during 2021 to improve the user experience for 2022.

The online overseas registration process continues to evolve to deal with an increasing number of applications from those who want to work in Ireland. With input from our stakeholders, this work will continue in 2022. I want to thank all those in our Registration Department for their sterling efforts.

Our Fitness to Practise Department deserves huge praise for their continued professionalism, holding 64 inquiry days during the year, using new platforms to host hearings remotely and in hybrid format when required. I wish to thank everyone in the department for their dedication.

NMBI welcomed a new Director of Education, Policy and Standards Carolyn Donohoe in the summer of 2021. Education is a core pillar of the NMBI business function, and the Department works closely with partners to maintain and improve standards for nurses and midwives. I want to thank all the Education Department staff for their work.

During 2021 NMBI published an updated Code of Professional Conduct and Ethics, progressed a review of undergraduate and nursing and midwifery education standards and requirements and undertook a proof of concept with volunteer education bodies. The Department worked again with stakeholders to ensure the

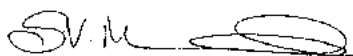
undergraduate programme standards were maintained and student placement capacity was extended during the pandemic. NMBI also provided input to the Nursing and Midwifery Expert Review Body.

By the end of 2021, more than 82,000 nurses and midwives were on the Register, the largest number ever. I want to take this opportunity to thank all our registrants for their continued commitment and care in all health settings. I also want to pay tribute to the nurses, midwives and students who became vaccinators as the hope given by a range of vaccines began to turn the tide on the pandemic.

There were a number of personnel changes in the year. I want to pay tribute to our former Director of Education, Policy and Standards Dr Anne-Marie Ryan who retired from NMBI in September 2021, having holding posts in the organisation over a 20-year period. I wish her a long and happy retirement. I want to thank our colleague and former Director Judith Foley for her 18 years' service to NMBI and I wish her the very best for the future.

I extend my best wishes to Dr Aoibhin de Burca, our former Head of Operations, who left to take up an exciting role with another regulator. Kathyann Barrett became our new Head of Operations in November 2021 and I want to wish her the very best in the time ahead and thank all her colleagues in Operations for their dedication throughout 2021.

Finally, I wish to thank our registrants again. The resilience shown by the professions, amplified during the pandemic, is remarkable.



Sheila McClelland
Chief Executive
Nursing and Midwifery Board of Ireland



01

**About the Nursing
and Midwifery Board
of Ireland (NMBI)**

We are
the regulatory
body for
the professions
of NURSING
and MIDWIFERY
in Ireland.

Our Vision
is to provide leadership
to registered nurses
and midwives in delivering
safe care through innovative
and proactive professional
regulation.

Our Mission
is to protect the public
and the integrity of the
professions of nursing and
midwifery through the
promotion of high standards
of education, training
and professional
conduct.



FULL ACCESS CARD

Who we are

NMBI is the regulator for the professions of nursing and midwifery in Ireland. We have a statutory obligation to protect the public and the integrity of the practice of the professions of nursing and midwifery. We perform our functions in the public interest under the Nurses Act, 1985 and the Nurses and Midwives Act 2011, as amended.

Our vision

Our vision is to provide leadership to registered nurses and midwives to deliver safe care through innovative and proactive professional regulation.

Our mission

Our mission is to protect the public and the integrity of the professions of nursing and midwifery through the promotion of high standards of education, training and professional conduct.

What we do

In our role as the regulator for the professions of nursing and midwifery and in fulfilling our mission we:

- maintain the Register of Nurses and Midwives and a Candidate Register for student nurses and student midwives
- set the standards for the education and training of nurses and midwives
- approve programmes of education necessary for registration and monitor these programmes on an ongoing basis
- support our registrants by providing appropriate guidance on professional conduct and ethics for both registered nurses and midwives
- inquire into complaints about our registrants. We make decisions relating to the imposition of sanctions on registered nurses and midwives who have findings made against them, and
- advise the Minister and the public on all matters of relevance relating to our functions.

Our role in setting standards and providing guidance for approximately 82,000 registered nurses and midwives in Ireland focuses on public safety. We work collaboratively with the Department of Health, employers, managers, unions, educators, other regulatory bodies and our registrants.



Our proactive nursing and midwifery regulation model

Integrity of nursing and midwifery practice

Pre-Registration



- Information on careers in nursing and midwifery
- Information on pre-registration programmes
- Setting standards and requirements for education programmes
- Monitoring adherence to standards and requirements for education programmes
- Conducting site inspections for programmes and practice placements
- Providing professional advice and support to nurses, midwives and other stakeholders

Registration



- Maintaining the Register of Nurses and Midwives and the Candidate Register
- Assessing eligibility of applicants for entry on the Register of Nurses and Midwives
- Providing guidance to nurses and midwives on matters relating to professional conduct and ethics

Standards

- Defining the scope of practice for nurses and midwives
- Setting out in The Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives the standards of practice and behaviours expected of nurses and midwives

Review



Complaints

- Investigating complaints against registered nurses and midwives
- Responding to concerns and taking action to protect the public where necessary

Fitness to Practise

- Ensuring a robust complaints process through Preliminary Proceedings Committee and Fitness to Practise Committee
- Imposing sanctions proportionately and where appropriate monitoring conditions

Restoration



- Restoration of former registrants to the Register as set out in legislation



Our Board and committees

The Board of NMBI comprises 23 members with a lay majority of 12. There are eight elected members and, in addition, three nurses or midwives are appointed by the Minister for Health. Five members are recruited through Stateboards.ie and the remaining members are nominated by stakeholders – such as voluntary bodies and public interest groups – and are appointed by the Minister. All Board members act in a non-executive capacity.

For details on our Board members, the Board meeting schedule and attendance during 2021, please refer to the Appendices.

We have eight committees. Four are statutory committees and four are advisory committees with specific responsibilities to support the activities of the Board in governing NMBI.

Statutory committees

- ***Fitness to Practise Committee (2011)***

The role of the Fitness to Practise Committee is to inquire into complaints referred by the Preliminary Proceedings Committee under Section 61 of the Nurses and Midwives Act 2011. On completion of an inquiry, the Fitness to Practise Committee submits its report to the Board.

- ***Fitness to Practise Committee (1985)***

Work by this committee is nearing completion and is based on the Nurses Act, 1985.

- ***Midwives Committee***

The role of the Midwives Committee is to advise the Board in relation to all areas pertaining to midwifery practice.

- ***Preliminary Proceedings Committee***

The role of the Preliminary Proceedings Committee is to give initial consideration to complaints. It can refer complaints to the Fitness to Practise Committee or make recommendations to the Board that no further action be taken, or that the matter be referred to another body or authority, or to mediation.

In August 2021, following the commencement of new provisions of the Regulated Professions (Health and Social Care) (Amendment) Act 2020, this Committee was given additional powers to request a nurse or midwife who is the subject of a complaint, to complete an undertaking or give consent for other actions to be taken.

Advisory committees

- **Audit and Risk Committee**

The Audit and Risk Committee provides an independent appraisal structure within NMBI to measure and evaluate the effectiveness and efficiency of its risks, governance and internal control procedures and its financial reporting framework.

- **Business, Strategy and Finance Committee**

The Business, Strategy and Finance Committee advises and makes recommendations to the Board in relation to all issues pertaining to the governance and finance functions of the Board in accordance with the provisions of the Nurses and Midwives Act 2011. It oversees the financial arrangements and internal operations of the Board, as well as setting of strategy and delivery to ensure that appropriate and adequate control arrangements exist in all areas of financial responsibility.

- **Education, Training and Standards Committee**

The ETS (Education, Training and Standards) Committee monitors adherence to standards and evaluates compliance to standards and criteria for the education and training of nurses and midwives. It provides a forum and guidance to the profession and to those who require it in relation to behaviour, ethical conduct, practice and research.

- **Registration Committee**

The Registration Committee makes decisions, advises and makes recommendations to the Board in relation to all issues pertaining to registration.

Our executive organisation structures

The internal organisation structure reflects the statutory functions as set out in the Nurses and Midwives Act 2011. These are currently supported by directorates based on these statutory functions. Each Directorate is led by a director who reports to the Chief Executive Officer. The directors are not members of the Board.

The title reflects an executive leadership role within the NMBI. Activities completed by each department in 2021 are provided in Sections 3 to 7 of this report.



02

Our Strategy

Strategic objectives

In 2020, NMBI published the [Statement of Strategy 2020-2022, Relevant, research based, right-touch regulation](#). Over the next ten years we aim to:

- have our role in the healthcare ecosystem better recognised and valued
- be agile in response to healthcare and regulatory trends and challenges that face our registrants
- have a customer service that is monitored, timely and efficient
- have a learning culture that is also shared externally
- have the required primary and secondary legislation to support our mandate.

In this context, NMBI developed a three-year strategy.

Strategic Priorities 2020-2022

Improving the way we do it

- 1 Evolving our model of regulation
- 2 Digitising and improving the efficiency of our services
- 3 Leveraging data and research
- 4 Communicating more frequently and effectively with our stakeholders
- 5 Further developing our organisation

Strategic milestones

In addition to our core statutory activities, the detail of which is captured in Sections 3 to 7, our three-year strategy also sets out a significant change agenda.

NMBI committed to key milestones to be achieved by the end of 2021. A summary of our progress against our milestones in 2021 is detailed below.

1. Evolving our model of regulation

Actions	Key achievements in 2021
<p>Regularly review our Code, education standards and guidance to ensure that they remain relevant to what nurses and midwives are experiencing on the frontline and in other diverse roles.</p>	<p>Published updated Code of Professional Conduct and Ethics.</p> <p>Completed review of undergraduate and nursing education standards and requirements and undertook a proof of concept with volunteer HEIs</p>
<p>Work as part of interdisciplinary working groups to ensure that evolving models of healthcare are supported, patients are protected and registrants are confident in delivering care. Interdisciplinary working groups would include registrants, patients, policymakers, educators, employers, unions, professional bodies and other regulators.</p>	<p>Provided input to the Nursing and Midwifery Expert Review Body for consideration.</p> <p>Worked proactively with other stakeholders to ensure the undergraduate regulatory standards were maintained and student placement capacity was extended during the pandemic, especially during the third wave of Covid-19.</p> <p>Worked collaboratively with stakeholders to progress statutory changes e.g., permitting students to be vaccinators.</p>
<p>Finalise the design of the Managing the Maintenance of Professional Competence Scheme (MMPC) and start roll-out to strengthen a culture of continuing improvement. This will ensure that continuing and existing personal development is recognised, regarded and fully used in service delivery.</p>	<p>Having appraised options in 2020, 2021 saw us discuss these with key stakeholders and commence work on a proof of concept.</p>
<p>Explore options to widen access pathways to registration while maintaining confidence in competency.</p>	<p>Flexibly supported (from a regulatory perspective) Covid-19 demand for resources.</p> <p>Ongoing evolution of our overseas registration process, while at the same time maintaining standards of registration. This work will continue in 2022 with input from our stakeholders.</p> <p>New education body approved to provide additional places for the undergraduate BSc general nursing registration programme.</p>
<p>Increase our focus on supporting all our registrants to deliver safe patient outcomes rather than concentrating on the few who have had a complaint made about them.</p>	<p>Timely, proactive, quality and relevant guidance. Additional guidance and support provided via the website and eZines for registrants in Covid-19 context.</p> <p>Completed a project to identify opportunities for greater compassion for all those involved in the complaints process, and the sharing of insights. The implementation of the identified opportunities has commenced.</p>

continued

2. Digitising and improving the efficiency of our services

Actions	Key achievements
<p>Streamline the registration process for applications, giving them enhanced self-service options including the option to pay online and get easy access to their records and data.</p>	<p>Registrant System Development Roadmap 2021-2022 developed.</p> <p>Stabilised V1.0 MyNMBI Registration Module, using feedback from registrants and applicants.</p> <p>V2.0 MyNMBI Registration Module introduced.</p> <p>Updated renewal guide and website content, as well as increasing targeted communication through email to support applicants and registrants through various processes.</p>
<p>Ensure that systems are created to capture relevant evidence of qualifications, experience and professional history for all registrants, applicants and graduates.</p>	<p>V2.0 MyNMBI Registration Module introduced.</p> <p>All registrant applicant processes are now digital.</p> <p>Registration records include employment details to allow for national recording.</p> <p>All applications to the Register are made through the digital system.</p> <p>Candidate processes are deployed and, on graduation, candidates progressed onto the Register.</p>
<p>Ensure that all educational service providers have a full understanding of our education standards, provide adequate evidence to satisfy requirements and have a full appreciation of areas for improvement.</p>	<p>Developed consultation report on updates to education standards and processes.</p> <p>Updated internal processes on how future updates to education standards will be approached.</p>
<p>Create an open, efficient and effective pathway to manage complaints within the legislative process.</p>	<p>The Regulated Professions (Health and Social Care) (Amendment) Act 2020 was commenced in August 2021. Implementation plan commenced.</p> <p>An opportunities log was created to capture ways in which the complaints management process could deliver increased efficiency, effectiveness and a more compassionate experience for those party to a complaint. The prioritisation and implementation of resulting proposed changes is ongoing.</p> <p>Selection of complaints' case management tool.</p> <p>NMBI continued to progress preparation of Fitness to Practise (FTP) cases during the Covid-19 pandemic with permissions, stakeholder support and capacity for remote and hybrid hearings in place and ongoing to ensure that cases progressed.</p>

3. Leveraging data and research

Actions	Key achievements
Share data insights with our registrants and other stakeholders to support our registrants, protect the public and inform policy.	Defined data reporting approach 2021-2022. MyNMBI Data Reporting V1.0.
Share data on the Register to assist health services with workforce planning activities.	MyNMBI Data Reporting V1.0. For the first time in NMBI's history, employment-related data collection began in 2020 with MyNMBI. We will continue to evolve the data set and analysis. Contributed to EU, OECD and WHO macro data reports. Ongoing analysis of complaints data to inform registrants and to feed into the requirements for initial nursing/midwifery education programmes.
Work closely with others in the healthcare sector so that we can collectively have more impact on protecting the public (sharing inspection reports, risk profiles, etc.).	NMBI provided input and a response to the Nursing and Midwifery Expert Review Body.
Use research and data to inform our policy approach. Using this evidence will enable us to develop insights into our registrants, making our work more effective and proportionate.	Developing data and reporting model. Contributed to OECD, EU and WHO macro data reports. Analysis was carried out to support the HEIs and the HSE/Department of Health in the context of Covid-19 planning.

4. Communicating more frequently and effectively with our stakeholders

Actions	Key achievements
Develop and implement a strategic communications plan, which focuses on content, and efficient channels for communication while also accounting for signification developments in the business calendar that will need to be proactively supported, i.e. our new online registration system.	Developed comprehensive communications plan per stakeholder group. Implemented 2021 Communications Plan.
Develop and implement a customer action plan which will include: <ul style="list-style-type: none"> • outlining the nature and quality of service that customers can expect • clarifying our role and using every opportunity to explain what we do and how we do it • updating our website with clear and easy-to-understand content • conducting listening events. 	Adopted a 'Plain English' strategy when dealing with stakeholders and the public, explaining our role better.

continued

Actions	Key achievements
<p>Listening events regularly conducted to improve communication with our stakeholders</p>	<p>Changes to our policies and standards were developed collaboratively with our stakeholders.</p> <p>Built distinct stakeholder engagement into all communications plans for new initiatives.</p> <p>Listening events were conducted to capture feedback of registrants who completed the 2021 renewal process. The feedback was used to implement substantial system and user experience improvements.</p>

5. Further developing our organisation

Actions	Key achievements
<p>Support staff in their acquisition of the knowledge, skills and competencies to do their jobs effectively and with confidence.</p>	<p>The 2021 Staff Training and Development Plan was implemented to ensure continued staff training and development during the pandemic and remote working.</p> <p>75% of staff availed of training and development programmes during the year.</p> <p>85% of staff accessed NMBI well-being initiatives.</p>
<p>Support the Board in its delivery of our governance structure.</p>	<p>Succession plan and onboarding for Board members.</p> <p>Reflecting good governance practice, an external review of committees was undertaken, and the Board considered and implemented a plan to action insights in 2021.</p> <p>Internal audits are ongoing.</p> <p>The Board Training and Development Plan 2021 was implemented.</p> <p>Policy for recruitment to and tenure on committees was developed.</p>
<p>Review the structure of our organisation to allow for the effective and efficient delivery of our legislative remit.</p>	<p>Succession plan and onboarding for new SMT members.</p> <p>The Workforce Plan 2021 was developed and implemented.</p>
<p>Continue to develop a rolling three-year workforce plan.</p>	<p>Defined, advertised and filled new positions including key senior management team roles as part of our succession plan.</p>

continued

Actions	Key achievements
<p>Continue to abide by the Code of Practice for the Governance of State Bodies and other national and EU legislation, including the Public Sector Equality and Human Rights Duty.</p>	<p>NMBI's annual statement of compliance with the Code was considered by the Board. The Board approved revisions to its standing orders to ensure compliance with legislative changes. All outstanding procedures required by the Code were drafted and approved by the Board, including procedures on obtaining independent professional advice and recording of Board members' concerns.</p> <p>Public Sector and Human Rights Duty – Phase 1 Analysis completed.</p>
<p>Identify further ways to streamline the usage of Board time.</p>	<p>Remote meetings and IT infrastructure were further developed to reflect the long-term nature of the pandemic and associated work arrangements.</p> <p>New management software was rolled out for Board papers.</p>

Business Plan 2021

In our 2021 Business Plan specific strategic projects, enabling us to deliver on our statement of strategy, were identified as follows:

1 Nurses and Midwives Act 2011

In 2021 we continued to fulfil our statutory remit under the Nurses and Midwives Act 2011.

The relevant sections of the Regulated Professions (Health and Social Care) (Amendment) Act 2020 commenced in August 2021 and we began to implement our action plan. The primary impact has been, and will continue to be, in the FTP area. Implementation activities will continue in 2022.

2 New registrant system, MyNMBI

The new Registration module went live in September 2020. In addition to a new applicant, registrant and higher education institution (HEI) portal, the new system also delivers improved reporting capability.

We have continued to develop the solution in 2021 based on stakeholder feedback and will scan emerging trends in nursing and midwifery and policy development that we may need to factor into future updates.

3 Evolving our reporting capability

For the first time in NMBI's history, employment-related data collection began in 2020 with MyNMBI through the annual renewal cycle. We will continue to evolve our data set and its analysis to support registrants and applicants, to inform our regulatory activities and support our stakeholders (e.g. in national strategic workforce planning).

Our use of data will be governed by our legislative framework, including GDPR.

4 Fitness to Practise case management tool

We have selected and commenced configuration of a new FTP case management tool. This will be critical in delivering continued improvements in processing efficiencies and statistical reporting capabilities.

This case management system will track complaints and inquiries, will automate alerts and be a repository for all material associated with complaints, Preliminary Proceedings Committee (PPC) and Fitness to Practise (FTP) activity. It will significantly reduce manual scheduling, filing and tracking, and increase our reporting capability.

5 Increase capacity in FTP to accelerate inquiry timelines

We commenced work on the implementation of our FTP strategy, which included the activities to support the commencement of the new legislation, but also encompasses opportunities identified through our Compassion Project which will focus on delivering a revised approach for those who become part of our complaints process, whether they are a registrant, their family, a witness or the person who made the complaint.

6 Communicate more frequently and effectively with our stakeholders

In 2021 the content of the eZine (80,000 subscribers) was expanded to better explain the role of the Board and Board members. Engagement with members of the Oireachtas was intensified through a dedicated customer email and the role of the organisation better explained through contacts with journalists interested in the business.

More extensive contact with registrants and stakeholders was also achieved through direct mail information guides (e.g. Annual Renewal) and 40 guides updated and created for the NMBI website. More than 70 news stories were also published.

7 Organisation development

In 2021 NMBI developed and implemented a succession plan for several key leadership positions within the Board and the senior management team. In the same year those new members of the team were onboarded and integrated with the organisation and staff.

We have invested in digital skills and new digital roles reflecting our organisation's strategy. In 2021 multiple changes occurred at junior and middle management levels. All new staff have been supported in their induction.

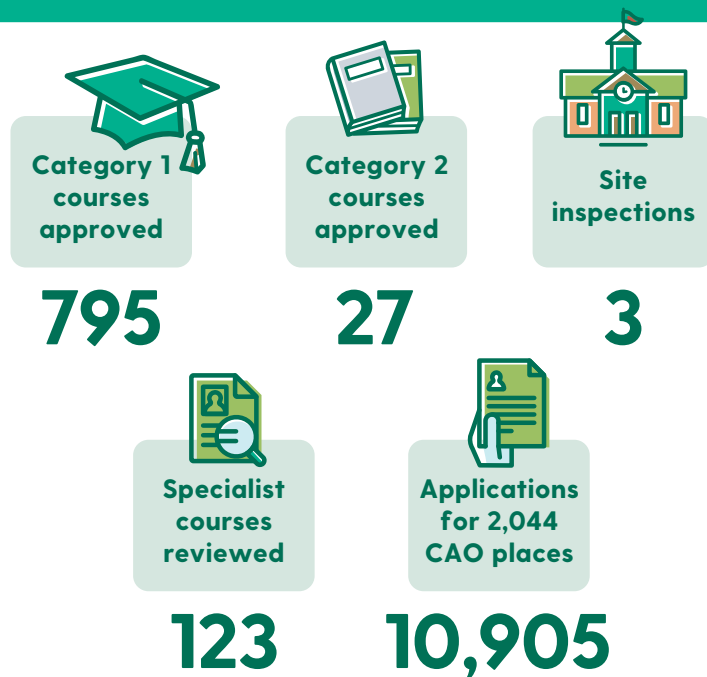




03

**Key Activities and
Achievements 2021**

Education

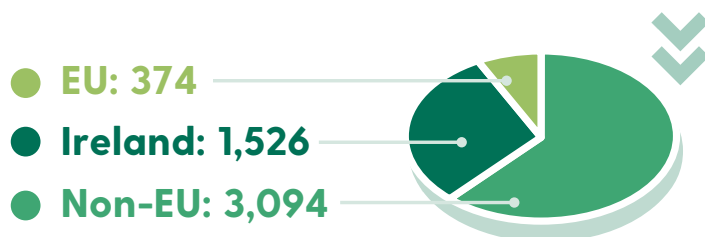


Registration



Breakdown by training location of first-time registered nurses and midwives

2018	2019	2020	2021
3,803	3,699	3,718	4,994



Fitness to Practise

71

Complaints received

32

Inquiries held

64

Inquiry days

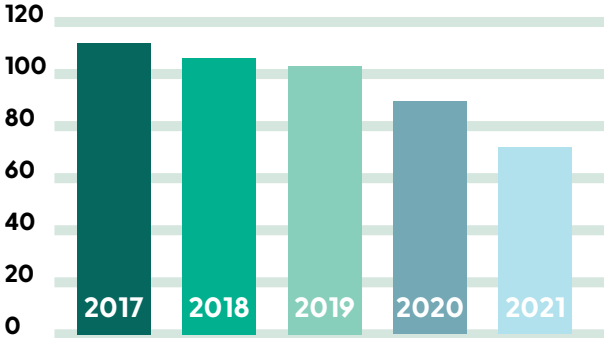
25

Inquiries concluded

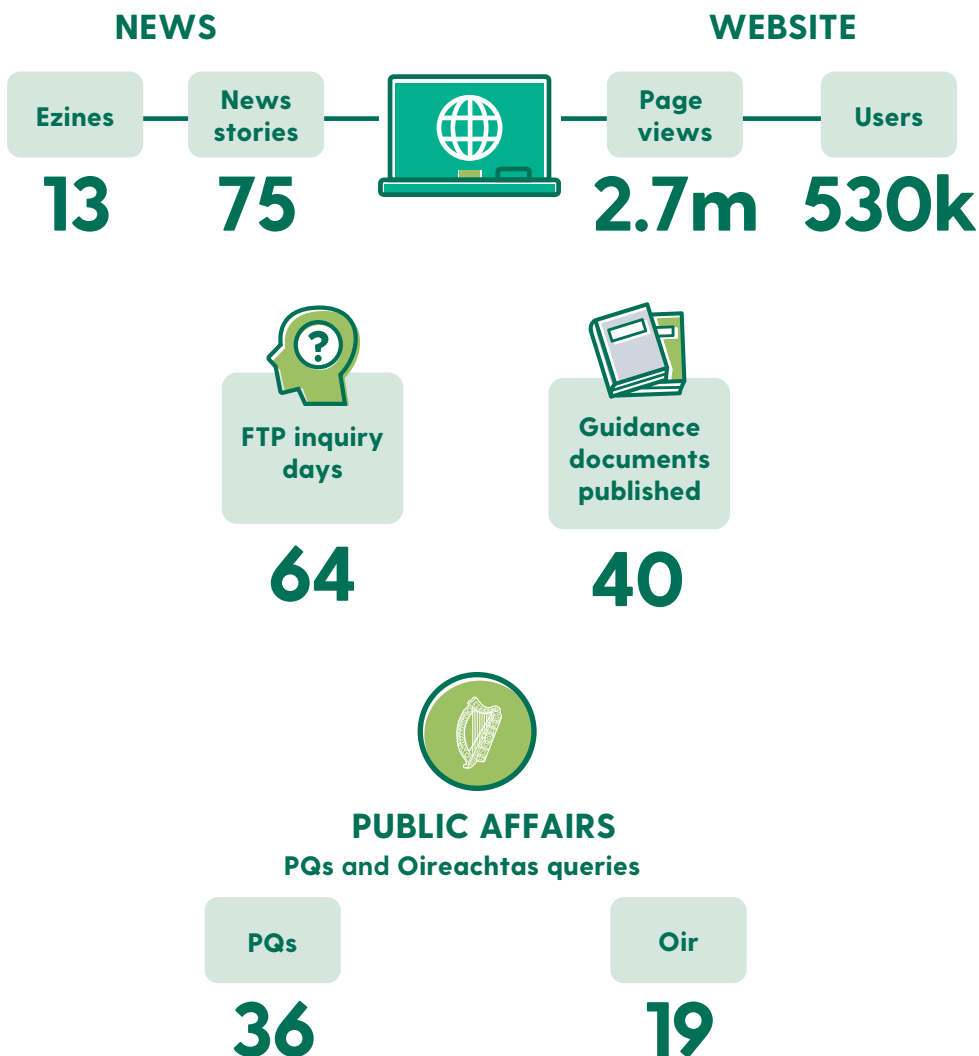
99

Complaints pending

Number of Complaints



Communications



FOI and Data Protection

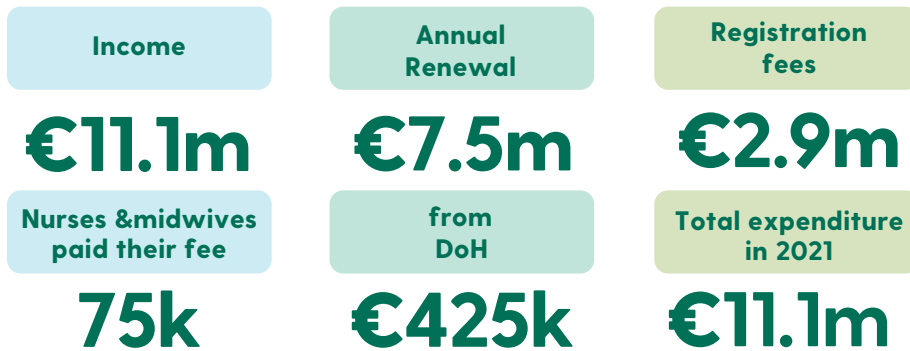
Staff courses on Phishing, GDPR, Cyber Security and Data Breaches



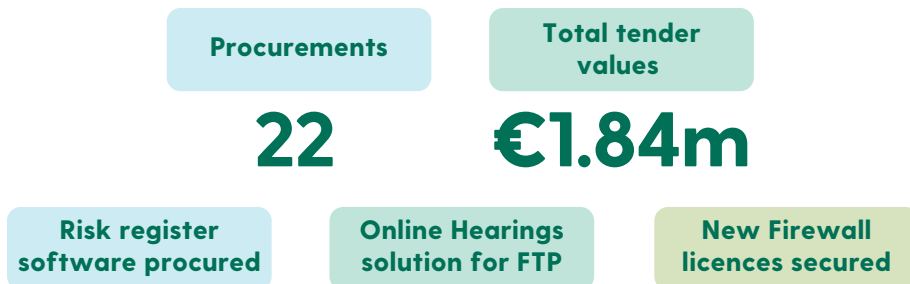
Recruitment



Finance



Procurement







04

**Chief Executive's
Office, Corporate
Services and Finance**

Human Resources

During 2021, the focus of the human resources (HR) agenda was on building capacity and capability within the organisation through workforce review and planning, talent acquisition, staff development and well-being, and ensuring robust policies and processes are in place.

In collaboration with, and with the support of the Department of Health, NMBI's (sanctioned) staffing level increased to 68.6 whole-time equivalents at the end of 2021. This was informed by a workforce review to ensure that the organisation is appropriately resourced and that the resourcing structure is evolving to meet the needs of NMBI. In line with the strategic objectives of NMBI and the workforce planning review, there was an increased focus on talent acquisition and staff development, which would continue to grow a culture of high performance and service excellence.

In 2021 recruitment activity increased with senior appointments made to the positions of Director of Education, Policy and Standards, Director of Registration (Interim) and Head of Operations. These appointments completed the Senior Management Team led by the CEO and working alongside the Director of Fitness to Practise, who was appointed in late 2020 and the existing Director of Midwifery. In addition, a recruitment drive added to the Registration team to enhance service delivery and in response to the increased number of registration applications and the high volume of associated activities (4,994 nurses and midwives were added to the Register in 2021). Recruitment activity also added to the Education, Policy and Standards team to support the continued focus on ensuring that education programmes at undergraduate and postgraduate level continue to protect the public and protect the integrity of the nursing and midwifery professions in a period of significant change.

In total, 16 staff roles were filled in 2021 with the majority of those appointed to the Registration and the Education, Policy and Standards Departments. Appointments were also made to the Operations, Corporate Services and Finance functions.

Separately, there were 17 agency appointments in 2021. In all, HR dealt with 236 job applications and conducted 124 interviews throughout the year.

In the context of significant change both within and external to NMBI, emphasis was placed on a continued focus on our people in strengthening a supportive, progressive and inclusive culture, and ensuring opportunities were provided to grow, develop and progress within the organisation.

NMBI continued to support staff in their development and training with several initiatives facilitated throughout the year. These spanned courses in both soft and technical skills, continuing professional development initiatives and supporting formal education programmes for staff in areas such as critical thinking, business writing, project management, governance, public relations, leadership and strategic management. Initiatives to support a positive culture, health and well-being were also included in the delivery for 2021.

A comprehensive policy to reinforce our approach to diversity and inclusion was developed and implemented.



Communications

During 2021, the Communications Department focused on widening and expanding engagement with stakeholders across a number of key areas.

In order to further our reputation as a modern regulator, the Communications Department established a dedicated Oireachtas email address to allow TDs and Senators to deal directly with NMBI on constituency and other queries. We responded to 19 Oireachtas queries in 2021. The Communications Department is also responsible for dealing with Parliamentary Questions (PQs) and Ministerial Representations (MRs) referred by the Department of Health. During 2021, NMBI received 36 PQs and 634 MRs.

The annual renewal of registration 2021 deadline was extended until 28 February. The department continued to deliver key messaging to registrants and stakeholders through regular updates, news stories and eZines, and provided updates to the Department of Health.

Planning for the 2022 annual registration renewal began in the summer with further consistent and cohesive communications actioned before and during the 2022 renewal process. The team published key materials, including letters and emails, a video, guides, FAQs and news stories for the NMBI website and eZine.

The Communications team supported other NMBI departments to coordinate, update and publish 40 guidance documents and material.

During 2021, the Communications Department drafted and posted 75 news stories on the NMBI website and published 13 eZines. The team also supported Fitness to Practise across 35 inquiries sitting on 42 public hearing days, responding to an average of ten media queries on each day. The department also liaised with members of the public wishing to attend hearings. All members of the public attended meetings remotely.

The department provided planning and support for the Irish Times Higher Options Careers Fair as well as the National Student Midwives Debate.

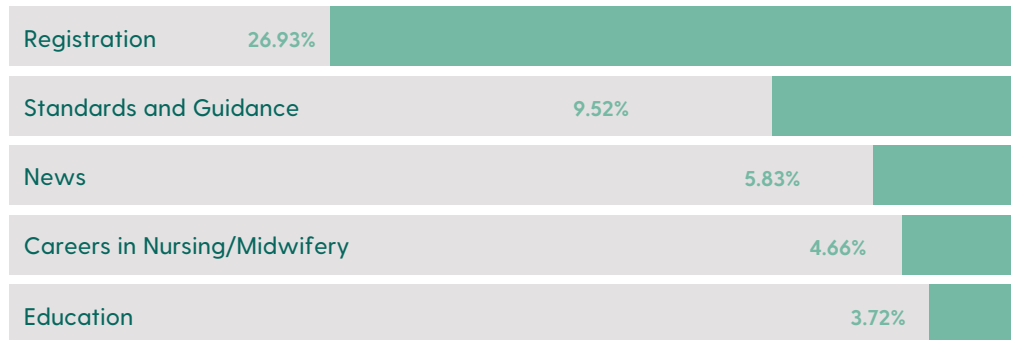
The Communications team worked with the Registration Department throughout 2021 on responses to applications from overseas registrants, drafting communications and providing strategic advice. The team also provided communications support for the working group on the creation of the Blended Working Policy, drafting a staff survey and all-staff communication.

NMBI online

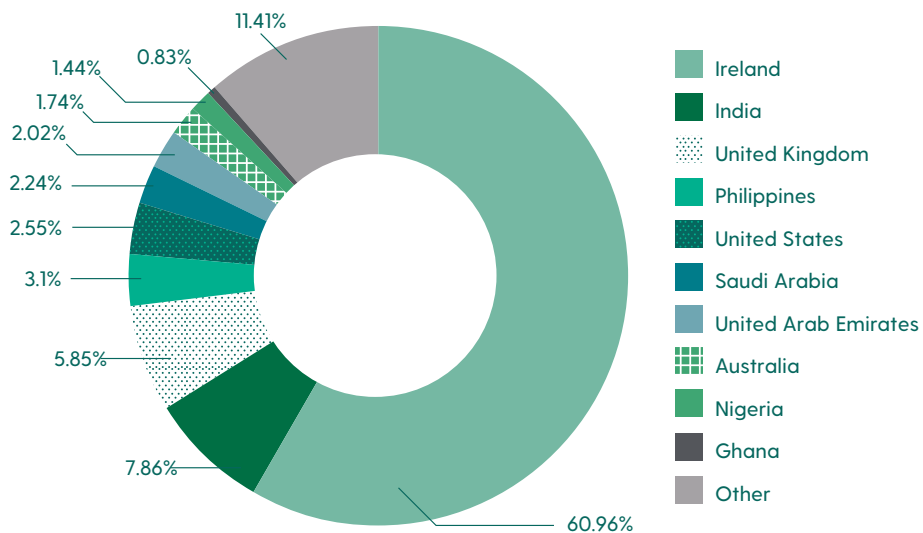
The Communications Department is responsible for the management of the NMBI website. An overview of the NMBI website activity for 2021 is outlined below.

- 2.7 million page views
- 530,000 users
- January and February were the busiest months
- Registration, Annual Renewal and MyNMBI were the most visited sections of the website
- More than 60% of website users were located in Ireland
- 25-34 year-olds are the highest age category of users (47%).

Percentage page views by website sections 2021



Audience by location



Governance

The start of 2021 saw the appointment of eight new members to the Board of NMBI. Two of the members were appointed following election by the professions, three were appointed following selection through the Public Appointments Service and three were nominated for appointment: two by the HSE and one to represent Directors of Nursing and Midwifery. Induction for these new members took place remotely over several days at end of January/beginning of February. In addition, three members were reappointed to the Board, one following re-election.

An ongoing training programme was put in place for all Board members and was facilitated remotely by the Board's external training provider. The virtual format allowed a flexible approach to be taken to the scheduling of these sessions in order to accommodate as many Board members as possible.

The Board continued to meet regularly and moved from remote meetings in 2020 to a hybrid format in 2021.



An external review of committees was undertaken in 2020 and the reports and recommendations following this review were presented to each committee in 2021. The committees were requested by the Board to consider each recommendation and formulate a response to be presented to the Board for consideration and approval. By the end of 2021, the Board had approved a set of administrative changes to all committees' terms of reference, based on the recommendations of the external reviewer, and plans to consider functional changes to individual committee terms of reference by the end of Q2 2022. Once all changes have been considered and approved by the Board, the updated terms of reference will be published on NMBI's website.

In an ongoing move to streamline Board papers, a new document software solution was introduced to assist with efficiency of access to documents.

Data protection and freedom of information

Priorities in 2021 were ensuring ongoing compliance among staff and data protection on organisational projects, as well as staff training and awareness sessions via our online data privacy system.

Reviews and updates on data protection policies, procedures and notices were undertaken.

There were four reportable data breaches in 2021. All were categorised as medium risk and were reported to the Office of the Data Protection Commissioner (ODPC).

Freedom of information

NMBI is a prescribed organisation under the Freedom of Information Act 2014. In 2021 the organisation remained compliant with the legislation by responding in a timely fashion to assist requesters and reporting on our engagement with the legislation. Fourteen freedom of information requests were received and processed, and one was appealed to the Information Commissioner. Six requests were made for personal data, seven were made for non-personal data and one was made for both.

NMBI remains focused on strengthening our reputation as a modern, professional regulator.

Facilities

As a result of the Covid-19 restrictions NMBI offices remained closed to the public during 2021 but, as the regulator is designated an essential service, some staff members were required to attend the offices to perform their duties. Facilities and IT supported a blend of homeworking and office-based working during 2021. Workstations were socially distanced and separated by screen dividers. Cleaning and sanitising services were enhanced throughout the building and strict protocols enforced in relation to entry and movement within the building.

During 2021 a procurement process for facilities maintenance services was completed and a new supplier has been successfully onboarded.

Finance

Reporting of the Board's financial resources was monitored through the processes of budgeting, monthly management accounts and ongoing forecasting. Reports were provided to the senior management team; the Audit and Risk Committee; the Business, Strategy and Finance Committee; and the Board, ensuring that the management team and the Board were fully informed.

The Finance Department continued to manage the Board's financial resources in line with all legislative and governance requirements, applying best practice to the governance of its financial affairs. All necessary changes from public sector circulars and legislation in relation to payroll, expenses and financial transactions were implemented in a timely and efficient manner.

The Annual Financial Statements for 2021 were submitted to the Office of the Comptroller and Auditor General (OCAG) as per Section 34 of the Nurses and Midwives Act 2011 and the 2016 Code. The audited Financial Statements are presented in Section 8 of this report.

Procurement

Procurements managed and contracts awarded in 2021 included:

- Online/virtual hearing solutions for Fitness to Practise
- Facilities management
- Two business process outsourcing contracts
- HR services
- Risk register software
- Case management solutions for Fitness to Practise
- Project management services
- Firewall licences.

A new procurement plan and policy were drafted and approved, with the inclusion of a contract renewal policy. In all, 22 procurements were undertaken in 2021 with an annual spend of €1.84m.

Risk management

NMBI has a comprehensive risk management policy and framework in place which identifies risks, the likelihood of the risk materialising, the impact should the risk occur, and the mitigating controls or actions required.

The Board has ultimate responsibility for risk management in the NMBI and approves the NMBI risk management policy, risk appetite and business continuity/disaster recovery plan.

NMBI has considered the level of risk it is prepared to accept in order to carry out its duties and functions and has updated its risk appetite statement, which was approved by the Board.

The Corporate Risk Register is prepared quarterly for review and approval by the Audit and Risk Committee and the Board. Directorate risk registers are also in place, integrating risk management throughout the organisation.

In 2021 new risk register software was procured and training took place. The new system allows a greater understanding of risks and their interconnectivity across the organisation and departments. It also ensures the organisation is in a better position to manage these risks. The system will be fully operational in 2022.

Risk is part of the business planning process at NMBI, and business plans are aligned to the Risk Register. Further improvements are planned in 2022, including the preparation of a full Risk Management Strategy, to ensure that risk management remains an integral part of the operations of NMBI.

The IT disaster recovery plan was tested in 2021 and is currently being updated in line with changes to IT architecture. The business continuity plan was updated in 2021 and approved by the Board.

IT

Significant IT involvement was required within the business in 2021, including new solutions being specified, evaluated and selected. Business functions were assisted in the move to increased digitisation by identifying optimal solutions to meet with business needs. IT security emphasis was maintained with the associated strengthening and user-awareness programmes in 2021 in line with increased cyber threats.

The IT team supported system availability, remote and hybrid working capability, including HEI site inspections and Fitness to Practise inquiries.

A major focus for IT was working closely with the Registration Department to ensure that MyNMBI system was enhanced in terms of general usability and user experience and also stress-testing of the system in advance of the 2022 annual renewal, which commenced in October 2021.

The IT Department maintained a strong focus on security throughout the year by continuing to strengthen the organisation's security posture, while also expanding the move to secure cloud-based solutions, thereby lessening the dependency on services delivered on site and diversifying any risks. Deloitte provided the specialist expertise across all aspects of the NMBI systems, including annual vulnerabilities testing, which allowed the IT team to focus on areas highlighted for attention

for further strengthening. A test of the NMBI Disaster Recovery (DR) and business continuity took place in June, successfully simulating a potential real-life scenario, allowing NMBI staff to remotely access selected applications and data at our DR site. A full review of IT and security policies took place, creating a fully refreshed and up-to-date suite of policies, which was formally launched in conjunction with a staff security awareness training presentation delivered by cyber specialists.





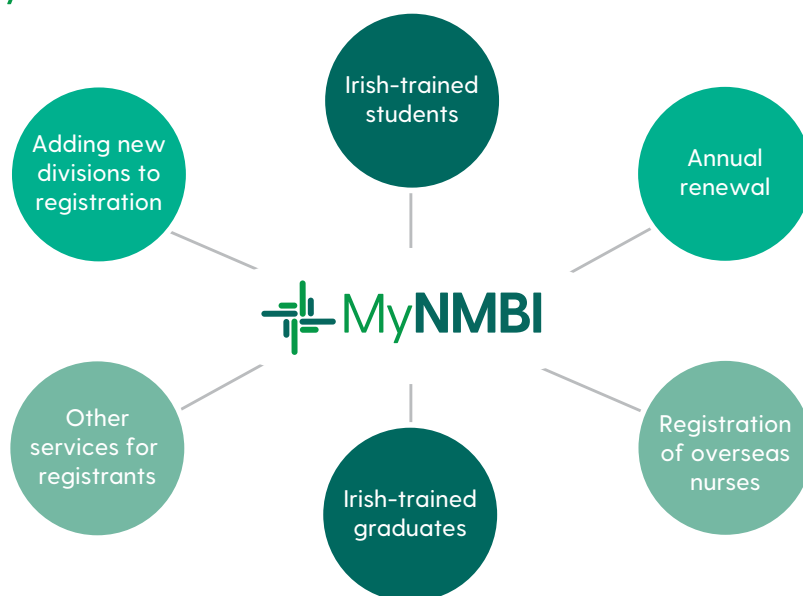
05

**Registration
and Digitisation**

Primary registration objectives (2021 Business Plan)

1. Nurses and Midwives Act 2011
 - Maintain the Register of nurses and midwives
 - Recognise qualifications as appropriate to the process to inform decisions letters
 - Provide data on applications for recognition of qualifications and registration processes.
2. Maintenance of the online registration system (MyNMBI)
 - Open the annual renewal cycle for 2022 in Q2 2021
 - Monitor the renewal process, support registrants when needed
 - Data/reporting approach.

MyNMBI : Digital services for registrants and applicants



Registration statistics

At the end of 2021, there were 82,208 nurses and midwives on the Register. Those on the Register had their nursing or midwifery qualifications recognised by NMBI, and they remain on the Register by renewing their registration annually.

NMBI's Register is dynamic, with registrants coming onto, and removing from, the Register throughout the year.

Coming onto the Register

New entrants to the Register can be categorised into these groups:

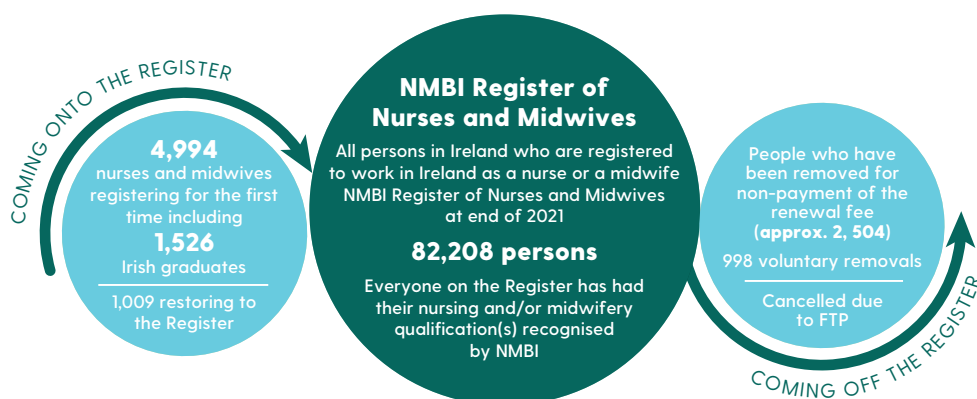
1. Newly graduated Irish-educated nurses and midwives joining the Register for the first time. In 2021 that represented 1,526 nurses and midwives.
2. Overseas nurses/midwives registering for the first time with NMBI. In 2021 there were 3,094 overseas nurses/midwives registered.
3. Nurses and midwives who have practised in the EU prior to coming to Ireland. In 2021 a total of 374 nurses and midwives from the EU were registered in Ireland
4. Nurses/midwives returning to the Register (after removing their registration). From the outset of Covid-19, one of the NMBI's main priorities was to fast-track the restoration process for nurses and midwives as part of the national response to the pandemic. In 2021 we processed 1,009 restorations.

Coming off the Register

There are three main ways registrants are removed from the Register:

1. Nurses/midwives who retire, take a career break, or decide to stop practising for other reasons can remove their name from the Register. In 2021 there were 998 nurses/midwives who voluntarily removed themselves from the Register.
2. Nurses/midwives who let their registration lapse or do not renew their registration in time, are removed from the Register. In 2021 there were 2,504 nurses and midwives removed for non-payment of their renewal fees, which is reflected in 3,274 registrations removed from all divisions.
3. Cancellation of registration resulting from a Fitness to Practise process.

Summary of 2021 changes to the Register





Total Divisional Count, 2021

Midwife Tutors	
Advanced Practitioners	
Midwife Prescribers	
Advanced Practitioners	2
Nurse Prescribers	85
Nurse Tutor	8
Public Health	2,742
Intellectual Disability	5,292
Psychiatric	9,496
Children's	5,012
Midwives	10,200
General	68,399

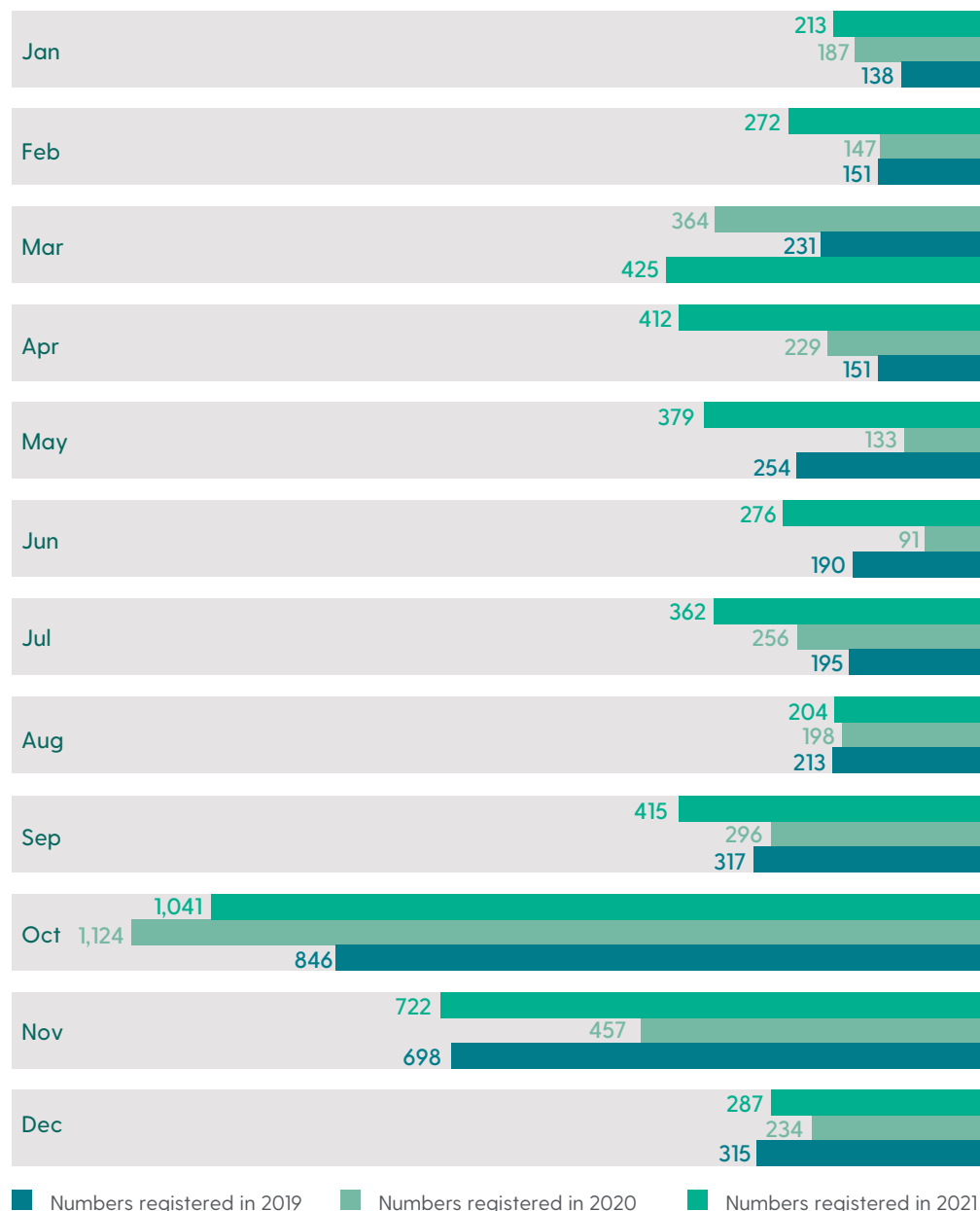
Table 1: Breakdown of divisional changes in 2021

Division	Total end 2021	Total New Registrants *	Vol Removed	Removed Non-payment	Restored	Net Change in the year
General	68,399	4287	904	2010	757	2,130
Midwives	10,200	253	262	504	164	-349
Children's	5,012	164	60	126	60	38
Psychiatric	9,496	418	128	360	130	60
Intellectual Disability	5,292	191	78	178	83	18
Public Health	2,742	112	40	71	26	27
Nurse Tutor	781	28	8	13	8	15
Nurse Prescribers	1,851	255	9	11	7	242
Advanced Nurse Practitioners	621	91	3	1	1	88
Midwife Prescribers	61	33	0	0	0	33
Advanced Midwife Practitioners	19	5	0	0	0	5
Midwife Tutors	16	4	0	0	0	4
Total	104,490	5,841	1,492	3,274	1,236	2,311

Registration rates (by month)

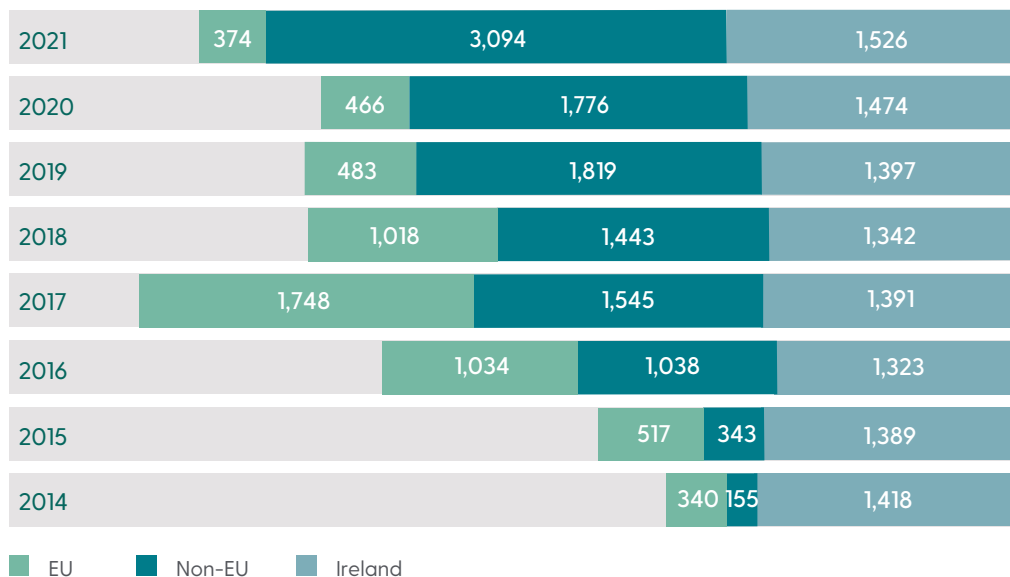
The graph below depicts the numbers of first-time registrants by month in 2019, 2020, and 2021.

First time registrants, by month 2019-2021



This graph includes all overseas applicants and Irish graduates coming onto the Register for the first time. It is worthwhile noting the spike in October 2020 and October 2021 registrations compared to 2019. This is driven by the online processing of Irish graduates which is quicker than the paper-based process used in 2019.

Registrations, by training location 2014-2021



Registration Department response to Covid-19

The main priority was fast-tracking the restoration process for nurses and midwives as part of the continued national response to Covid-19.

NMBI also accommodated the needs of overseas applicants who were planning to travel to Ireland to complete a compensation measure as part of their qualification recognition process. A decision letter is issued to overseas applicants who need to complete an adaptation period or an aptitude test before the NMBI can recognise their qualifications. Under normal circumstances, a decision letter is valid for 12 months from the issue date. In 2020 the NMBI decided not to close out any open decisions letters due to travel restrictions. This policy was continued in 2021.

Resourcing registration to meet increased demand

The number of applications to NMBI from overseas increased by 21% in 2021, on the 2020 numbers.

To support Registration Department staff with the increased volume of applications, a tender was awarded in October 2021 for six operatives. This contract concluded in November 2021, and a subsequent tender was published for 14 operatives from January 2022 for 14 weeks.

The Department of Health worked with NMBI and supported the approval of 12 additional posts for Registration to support the increased workload in overseas applications and future-proof the organisation. The increased recruitment drive in overseas countries for nurses and midwives by the HSE and other healthcare providers will lead to an increasing number of applications in the time ahead. NMBI is being resourced to meet the needs of the wider system, ensuring the organisation is appropriately validating the applicants' credentials, thereby maximising public safety.

User guides, a video and communication materials were re-developed to support our registrants through the registration process. NMBI also updated and clarified the renewal guide and website content and increased targeted communication through email to support applicants and registrants. In 2022 NMBI will continue to listen to our registrants and applicants and implement further system improvements with the help of their feedback.

The Registration Department is keen to assist nurses and midwives on our Register or who wish to be added to our Register. Detailed information and guidance are available on our website nmbi.ie and we can be contacted at the following email addresses:

- Overseas registration: email: G3reg@nmbi.ie
(For applicants: educated outside Ireland and outside EU-EEA)
- EU-EEA registration email: EUregistration@nmbi.ie
(For applicants: educated in the EU-EEA)
- Registration email: IREg@nmbi.ie
(For applicants: educated in Ireland/registered with NMBI only)

“NMBI is being resourced to meet the demands of the wider system, maximising public safety.”



06

**Regulation and
Fitness to Practise**

Nurses Act, 1985

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

Inquiries to be held

One final inquiry under the 1985 Act was heard in December 2021 and the Fitness to Practise Subcommittee will meet in January 2022 to conclude its deliberations.

Nurses and Midwives Act 2011 ('the Act')

Preliminary Proceedings Committee

The Preliminary Proceedings Committee (PPC) gives initial consideration to complaints. The PPC met on 11 occasions during 2021 and all the meetings were held remotely.

On 1 January 2021, there were 76 outstanding cases for PPC consideration, and a further 71 complaints were received during 2021, giving a total of 147 cases for consideration.

By the end of 2021, the PPC had made decisions or recommendations to the Board on 66 of the 147 cases that were before it, and 81 cases were still under consideration.

- The number of complaints received was 23% lower than in 2020 (71 in 2021 vs 95 in 2020). The reduction was particularly noticeable during the period May – November 2021.
- 63% of new complaints came from members of the public, usually patients or relatives of patients.
- 31% of complaints came from employers, colleagues, and other registrants.
- 6% of complaints came from the Board becoming the complainant pursuant to Section 55 (1) of the Act.

“The number of complaints received in 2021 was 23% lower than in 2020. 63% of new complaints came from members of the public.”

PPC Cases in 2021	
Cases referred to inquiry	28 (42%)
Cases where PPC recommended no further action warranted and recommendation accepted by Board	30
Cases where PPC recommended no further action warranted and not yet considered by Board by year end.	1
Cases where the Board declined to accept the recommendation of the PPC that no further action was warranted and decided that further action was necessary and referred the case forward for an inquiry	1
Withdrawn cases – case closed	7
Withdrawn cases – PPC proceeded as if not withdrawn	0
Complaints referred to the Board under Section 55(5) – criminal conviction. Registration cancelled.	0
Complaints referred to the Board under Section 55(5) – criminal conviction. Referred back to PPC.	2

Nature of complaints

- There was not one particular type of complaint that dominated. Complaints generally fell into the categories of:
 - a. Competency/clinical practice issues. Medication management continued to be a recurrent issue.
 - b. Several complaints related to the care of the elderly in during the Covid-19 pandemic.
 - c. Behaviour. These ranged from communication issues to verbal and physical assault. Breach of confidentiality and/or data protection issues also featured in several complaints.
 - d. Health issues. The most common issue was drug abuse linked with behavioural issues, e.g. forging of prescriptions and/or theft of drugs.
 - e. A small number of complaints related to alleged failures to adhere Covid-19 public health protocols.
 - f. There were three complaints related to matters which do not usually fall within the remit of the PPC, e.g. HR-related issues and family disputes. These complaints were not referred to inquiry.
- Two members of the public made complaints about more than one registrant (two registrants)
- Four members of the public made complaints about more than one registrant (three to four registrants).

Fitness to Practise Committee

The Covid-19 related restrictions continued to impact on the holding of FTP inquiries and call-overs.

NMBI procured a remote inquiry solution early in the year which came into use in March and 16 inquiries have been held to date using this platform.

NMBI also used Microsoft Teams during the year and it was used for 14 inquiries where either some or all of the FTP Subcommittee members, or inquiry attendees participated through this platform. In order to ensure appropriate social distancing measures, the NMBI held some inquiries in a hotel.

Call-overs

The FTPC meets at 'call-overs' to consider preliminary applications: e.g. applications with regard to the hearing of an inquiry other than in public or preliminary applications in relation to the production of documents.

Ten call-over meetings were planned for 2021 and all took place remotely.

Public inquiries

Inquiries under the Act are held in public: however, an application may be made by the registrant or a witness about whom personal matters may be disclosed at the inquiry for all or part of the inquiry to be held in private. The decision to hold an inquiry following such an application is made by the FTPC. The FTPC must be satisfied that it would be appropriate in the circumstances to hold all or part of the inquiry in private. In 2021, a total of 13 inquiries (41%) were in public; 18 inquiries (56%) were in private; and one inquiry was held partly in public and partly in private (3%). Inquiries were heard across 64 hearings days.

The most common reason for an inquiry being held in private is that elements of the inquiry relate to the health of the registrant who is the subject of the inquiry.

Inquiries

Inquiries in 2021	
Inquiries that commenced prior to 2021 and which concluded in 2021	4
Inquiries commenced in 2021	28
Inquiries commenced and concluded in 2021	21
Inquires commenced in 2021 to be concluded in 2022	7

Findings

Of the 25 inquiries that concluded in 2021, findings were made against 17 registrants.

Grounds Proven in 2021		
Professional misconduct only	PM	0
Poor professional performance only	PPP	0
Relevant medical disability only	RMD	0
Professional misconduct and poor professional performance	PM/PPP	1
Professional misconduct and a failure to comply with a code of professional conduct	PM/NCC	2
Professional misconduct, poor professional performance and a failure to comply with a code of professional conduct	PM/PPP/NCC	4
Professional misconduct and a relevant medical disability	PM/RMD	1
Professional misconduct, poor professional performance and a relevant medical disability	PM/PPP/RMD	0
Professional misconduct, a relevant medical disability and an irregularity in relation to the custody, prescription or supply of a controlled drug under the Misuse of Drugs Acts 1977 and 1984 or another drug that is likely to be abused.	PM/RMD/Drugs	0
Professional misconduct, a failure to comply with a code of professional conduct and a relevant medical disability	PM/NCC/RMD	4
Poor professional performance and a failure to comply with a code of professional misconduct	PM/NCC	4
Professional misconduct, poor professional performance and a failure to comply with a code of professional conduct and a relevant medical disability	PM/PPP/NCC/RMD	1

Grounds proven in 2021	
Professional misconduct	15
Poor professional performance	7
Relevant medical disability	6
Non-compliance with a Code of Conduct	14

In three cases, no findings were made against the registrant.

Three cases were dealt with by way of an undertaking pursuant to Section 65(1) of the Act.

Sanctions

The FTPC panel that hears the inquiry makes a recommendation regarding sanction if there are findings against the registrant. The decision regarding sanction is, however, made by the Board. Sanctions other than an advice, an admonishment or a censure must be confirmed by the High Court.

The schedule of Board meetings was disrupted due to Covid-19 restrictions. The Board dealt with FTP matters via remote and hybrid meetings.

In 18 cases where findings were made and a sanction was applied, the following sanctions were confirmed by the Board by the end of 2021:

Sanctions applied in 2021	
Cancellation	6
Suspension	1
Censure and conditions	7
Censure and fine	1
Censure	2
Admonishment	1

There was one appeal against findings and/or sanction in 2021 which had not commenced by the year end.

Section 58 (Application to the High Court for suspension from the Register in the public interest)

The Board considered six cases pursuant to Section 58 of the Act and decided to make an application to the High Court in four instances. In three of these cases, the High Court agreed to the application for an immediate suspension and in one case the registrant provided an undertaking 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 31 December 2021, there were 11 registrants with conditions attached to their names on the Register.

The Board removed the conditions attached to three individuals' names on the Register during 2021.

Two individuals who had conditions attached to their registration were removed from the Register for non-payment of the Annual Retention Fee. If they apply for restoration to the Register, the conditions will be reinstated.



Section 79: Restoration to the Register following cancellation for Fitness to Practise reasons

The Board did not restore any such individuals to the Register.

Legislative amendments commenced in 2021

The Regulated Professions (Health and Social Care) (Amendment) Act 2020 was signed into law by the President on 11 October 2020. This legislation introduced amendments to the primary legislation of five professional regulators in Ireland including the Nursing and Midwifery Board of Ireland.

The Nurses and Midwives Act 2011 was amended in many areas, but the most notable amendments have been set down below. The commencement order for all the provisions relating to Fitness to Practise was signed by the Minister for Health on 31 July 2021. These new provisions apply to complaints which were received on or after August 2021.

IMI Alerts

IMI Alerts are an electronic means of communicating information between regulatory authorities about individuals whose right to practise their profession has been permanently or temporarily removed and restricted. Following the withdrawal of the United Kingdom (UK) from the European Union, the UK lost access to the IMI system. The NMBI and the Nursing and Midwifery Council (the equivalent of the NMBI in the UK) negotiated a Data Sharing Agreement with to allow both regulators to share alerts outside of the IMI system. The Nursing and Midwifery Council devised an alternative system (Egress) to share alerts with the NMBI which came into place in early 2021.

NMBI is required by law to issue an IMI Alert within three days of a nurse's or midwife's registration being cancelled or suspended or conditions being attached to a nurse's or midwife's registration as a result of a fitness to practise process. Alerts are now issued via the IMI system and are also provided to the Nursing and Midwifery Council via their 'Egress' system. In 2021 NMBI issued 14 Alerts, in accordance with S.I. No. 8 of 2017.

NMBI received 5,198 alerts through the IMI and Egress systems in 2021 and 14 registrants were identified on the NMBI registration system based on these alerts. One matter progressed to inquiry and the remainder of those identified based on alerts were either not registered or had an incomplete application closed. The majority of alerts in 2021 came from UK regulatory authorities via their 'Egress' system. These are checked against the NMBI registration database to identify any individuals who are, or who were, registered with NMBI or who have applied to register with NMBI.

NMC Alerts

Following the exit of the UK from the EU in January 2021, the NMBI agreed a new mechanism with the Nursing and Midwifery Council (NMC) in the UK for sharing alerts. This new system which is underpinned by a data-sharing agreement using standard contractual clauses mirrors the data that would have previously been provided through the IMI system. There were 242 alert messages received from the NMC in 2021. Each email contained details of up to 15 nurses and midwives who were either subject to immediate and or temporary restrictions or where a decision as to sanction had been taken following a Fitness to Practise Inquiry.

Publication

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



07

**Education, Policy
and Standards
Department**

Introduction

As the regulator, NMBI has a remit to promote high standards of education for student nurses and student midwives and further education for registrants through recognised courses and training. Our education approval process remained focused in 2021 on:

- setting and monitoring educational standards and requirements for pre-registration and post-registration courses
- inspecting and approving the education bodies and their associated healthcare providers (AHCPs) that providing training to ensure that valuable clinical and theoretical experience is provided.

Standards and requirements for nurse and midwife registration education programmes

The review of standards and requirements for nurse and midwife registration programmes, which were approved in 2016, was continued throughout 2021. The NMBI carried out a consultation process focused on streamlining the standards for compatibility with a new digitised system for the education function of NMBI. The revised indicators, now called requirements, from the standards and requirements document have been finalised and await approval from the Board for publishing.

Work continued on the gap analysis of the current policies and procedures and legislative requirements of the education function with a focus on closing outstanding actions from this analysis.

The revised requirements are now fit for purpose and received a warm welcome from stakeholders. An accompanying self-assessment audit tool was drafted along with instructions on completion and suggested evidence to demonstrate compliance with the requirements.

Several functions, including monitoring and approval processes, reporting and publishing site inspections, selection of site inspection teams, and consultation with the Minister for Further and Higher Education, Research, Innovation and Science, have been reviewed in detail with a view to the Board agreeing revised processes.

Other standards and requirements documents published in 2021 include:

- *Intellectual Disability Nursing Post-Registration Education Programmes, Standards and Requirements*
- *Update to the Code of Professional Conduct and Ethics for Nurses and Midwives to incorporate recent legislative changes*
- *National Clinical Learning Environment Audit Tool, 1st Edition*

Other standards and requirements documents were developed in 2021 and had further engagement with stakeholders regarding progressing these documents to publication. These include:

- *Return to Nursing Practice Courses, Standards and Requirements, 2nd Edition, (consultation conducted)*
- *Post-registration Specialist Nursing and Midwifery Education Programmes, Standards and Requirements (in progress)*

Site inspections of associated healthcare providers and linked third-level institutions

NMBI is required to monitor compliance with nursing and midwifery education and training standards at least once every five years. NMBI carries out site inspections to education bodies and healthcare providers to ensure ongoing compliance with and monitoring of adherence to the standards of nursing and midwifery education and practice. The focus of inspections is to assess that all statutory and regulatory requirements of NMBI and the European Directives (where appropriate) are met.

NMBI responded to the pandemic in this instance by establishing protocols for virtual site visits and carried out a virtual site inspection of DkIT (Dundalk) in May, meeting with the associated healthcare agencies for programmes in General Nursing and Intellectual Disability Nursing. Site inspectors for the DkIT virtual inspection were selected from a new panel established in 2020 and chosen to reflect the relevant disciplines. They were accompanied by officers of the NMBI.

Hybrid site inspections were also conducted at Munster Technological University (MTU) Tralee and National University of Ireland, Galway (NUIG). A sample of their associate healthcare providers, representative of the programmes, were also inspected.

The site inspection of MTU Tralee was completed virtually in October. The General Nursing and Mental Health Nursing programmes were inspected. This inspection was conducted with the head of school and members of faculty online with the university and was followed up with an in-person clinical site inspection in November with the directors of nursing and clinical nursing staff. University Hospital Kerry, Kenmare Community Hospital and the Mental Health Assessment Hub were inspected during this process. There was positive engagement between the NMBI inspection teams and the university and clinical teams.

The site inspection of NUIG was undertaken in late November and early December. The virtual inspection of the education body was conducted in November with a follow-up in-person clinical site inspection in December. University Hospital Galway (UHG), Merlin Park Hospital and Danesfield Day Centre were inspected. The programmes evaluated in NUIG were General Nursing, Mental Health Nursing, Midwifery, Advanced Practice Nursing, Nurse Tutors, Public Health and a variety of postgraduate specialist programmes. The clinical site inspections for Midwifery are scheduled to be completed in January 2022 at UHG and Portiuncula Hospital. There was great learning for both academic and clinical staff alongside the site inspection team.

Post-registration courses

NMBI approves post-registration education courses for nurses and midwives based on criteria divided into three categories:

Post-registration Category 1 courses

In 2021 NMBI approved 795 Category 1 courses assigning certifying hours of Continuing Education Units (CEUs). These included:

- in-service education
- seminars
- study days
- conferences
- continuing professional development (CPD) programmes (which are not accredited by an academic awarding body, university or college).

Post-registration Category 2 courses (specialist programmes)

These courses are specialist education courses for nurses and midwives which support practice development and service need. Courses leading to registration are not included. These courses are considered by the ETS (Education, Training and Standards) Committee. These courses must satisfy the criteria set out in the *Nursing and Midwifery Board of Ireland (2015) Requirements and Standards and Requirements for Post-Registration Nursing and Midwifery Education Programmes – Incorporating the National Framework of Qualifications (First Edition)*.

Nine education bodies (EBs) submitted a variety of programmes from single modules through to master's degree awards in areas that support specialist areas of practice within a flexible education framework.

Courses available to registrants include:

EB	Course title
AIT	Postgraduate Diploma/Postgraduate Certificate in Leadership and Quality Healthcare
DCU	Postgraduate Module Surgical Skills for Healthcare Practitioners
HSE	Return to Nursing Practice
MTU	Certificate in Acute Medicine Nursing
NUIG	Master/Postgraduate Diploma in Health Sciences (Acute Medicine) Master/Postgraduate Diploma in Health Sciences (Children's Palliative Care) Master/Postgraduate Diploma in Health Sciences (Emergency) Master/Postgraduate Diploma in Health Sciences (Gerontology) Master/Postgraduate Diploma in Health Sciences (Intensive Care) Master/Postgraduate Diploma in Health Sciences (Peri-operative) Master/Postgraduate Diploma in Health Sciences (Wound Healing and Tissue Repair) Professional Certificate Awards

continued

RCSI	Master/Postgraduate Diploma/Postgraduate Certificate Advanced Leadership
EB	Course title
StACS	Master of Health Science/Postgraduate Diploma in Community Mental Health Master of Health Science/Postgraduate Diploma in Nursing/Professional Studies
TCD	Master/Postgraduate Diploma Cognitive Behaviour Psychotherapy Master/Postgraduate Diploma/Postgraduate Certificate in Community Health Postgraduate Module micro-credentials Nurse Authority for referring for radiological procedures
UCD	Master of Science in Clinical Nursing Postgraduate Diploma in Children's Cardiac Nursing Master/Postgraduate Diploma/Postgraduate Certificate in Palliative Care Professional Certificate in Breastfeeding and Lactation

Post-registration courses leading to an additional registration

These are courses that, when successfully completed, entitle the nurse or midwife to registration in an additional division of the Register such as:

- Public Health Nursing Division
- Nurse or Midwife Tutor Division
- Advanced Nurse Practitioner Division
- Registered Nurse Prescriber Division
- Children's Division
- Psychiatric Division
- Midwives Division

In 2021 the Education Department reviewed and submitted four courses to the ETS Committee, who recommended approval to the Board. Approval was granted for programmes leading to additional registration in Children's Division, Public Health Division and Mental Health Division:

Education Body	Course title
National University of Ireland, Galway	Master/Postgraduate Diploma in Health Sciences (Public Health Nursing)
Trinity College Dublin	Higher Diploma Children's Nursing
University College Dublin	Graduate Diploma in Public Health Nursing Higher Diploma in Mental Health Nursing
Consortium (UCD Lead)	MSc Advance Practice Midwifery



Category 2 equivalence and verification

The Board defines Category 2 courses as programmes that include a broad range of major award courses, excluding those leading to registration with the Board. Specialist programmes are post-registration programmes designed, developed and conducted with reference to a specific body of knowledge and experience in an area of nursing and midwifery. The Board is required by the Nursing and Midwifery Act 2011 under Section 85(6) to recognise post-registration nursing qualifications completed from another country. NMBI reviews equivalence of credentials acquired by nurses and midwives outside the Republic of Ireland. In 2021 NMBI reviewed 41 courses for Category 2 equivalence and 28 of these were accepted.

NMBI also reviewed 123 courses for nurses who obtained a specialist qualification in Ireland. Of these, 109 applications met the criteria for equivalence to the agreed national policies.

Quality Assurance – 2019 audit review of Education Department

Continued work on the improvement on the operational aspects of the Education Department was undertaken and a significant number of actions arising from the 2019 audit review were closed out. Remaining actions are scheduled to be completed by the end of Q1 2022.

Stakeholder engagement with external bodies

NMBI continued to improve stakeholder engagement during 2021. NMBI contributed to the following groups:

- Department of Health Expert Review Group: Long-term review submission
- Professional Statutory and Regulatory Bodies Group: Finding Common Ground
- National Digital Advisory Group who are working to progress the National Nursing and Midwifery Digital Health Capability Framework
- Ireland's second Nation Action Plan on Antimicrobial Resistance, 2021-2025 (iNAP2)
- National New Graduate Mentorship Development Group
- Office of the Director of Nursing and Midwifery Services co-hosted the Higher Options careers fair virtual stand.

Stakeholder engagement with professional guidance for nurses and midwives

- Professional advice is provided by the Professional Advisor to stakeholders on receipt of emails to a dedicated email address: professionalguidance@nmbi.ie. In 2021 there were 1,193 emails received by the Education Department team.
- NMBI has been supporting registrants and our stakeholders in the HSE on the many challenging practice matters arising during the Covid-19 emergency. NMBI has collaborated with the HSE, the Health Products Regulatory Authority (HPRA), the Department of Health and the nursing and midwifery professions on a number of matters regarding scope of practice and ethical conduct.

NMBI Education, Training and Standards Committee

In 2021 there were four scheduled ETS Committee meetings and one extraordinary meeting. The Committee's Terms of Reference were reviewed and updated at the November meeting. The Education Department continued to work closely with the ETS Committee and provide key administrative support and status updates on Education Department project progress.

NMBI Midwives Committee

During the year there were four scheduled meetings of the Midwives Committee and one extraordinary meeting. Work is ongoing to update of Practice Standards for Midwives. As requested by the CEO, the Midwifery Committee was asked to advise the Board on Scope of Practice for registrants on the midwifery division of the registerRegister. This work was ongoing at the end of 2021.

Managing the Maintenance of Professional Competence (MMPC)

It is proven that when nurses and midwives maintain their professional competence, there are better patient safety outcomes. NMBI, working with external consultants, are hoping to produce a method by which professionals can record their MMPC. The project plan for proof-of-concept stage was agreed with external consultants to undertake a national stakeholder review. This is scheduled for January 2022.

Humanitarian clause

NMBI have reviewed legislation and pathways required to enact Sections 39 and 41 of the 2011 Nurses and Midwives Act. Briefing documents were prepared and submitted to the Board to facilitate a Humanitarian Practice Permit across borders to ensure the continuity of care for patients involved. This was accepted by the Board and work has been ongoing with the Department of Health to bring the legislation and permit into effect.

Postgraduate general nursing programme leading to registration

A literature review was completed and a briefing paper presented to the Board regarding potentially broadening the access routes and setting requirements for postgraduate general nursing programmes. The Board approved the concepts within the plan and work will commence in 2022 to expedite the standards and requirements for this programme.

DXA (Dual-energy X-ray Absorptiometry) Practical Aspects Working Group

Legislative changes for practical aspects of radiation safety and protection came into effect and NMBI was declared the competent authority to regulate nursing practice in this area. Dual-energy X-ray Absorptiometry (DXA) imaging is the procedure that this legislation covers in relation to nursing. NMBI established a working group with leading experts in the field of DXA to set and prescribe nursing education requirements for standards of practice. The project aims to produce a standards and requirements document for nurses engaging in the practical aspects of the procedure. It is aimed that the document will be scheduled for publication mid-2022.

Covid-19 response

NMBI continued to provide support and guidance as part of the National Clinical Placement Oversight Group 2021 for Covid-related challenges in nursing education and applied easements for clinical placement sites to ensure students were able to attend a variety of placements safely. In 2021 we saw the roll-out of the vaccination centres. Legislation was enacted to enable training of student nurses and midwives as vaccinators. Placement opportunities have become more innovative as a result of Covid-19.

Midwifery

In June 2021 the International Confederation of Midwives held their conference – held every three years – virtually. The NMBI was invited to present the work undertaken with the development of the new national competency assessment tool for student midwives.

The annual National Student Midwives Debate was held in November virtually. A representative from each of the educational providers on midwifery nominated a student midwife to speak at the debate. Two teams spoke for and against the motion. The motion for the debate was that *'This house believes that midwifery is still not recognised as a separate and distinct profession in the healthcare community'*.

The team supporting the motion was identified as the winning team by a panel of judges which included a member of the midwifery committee, Director of Midwifery for Women and Infants programme and NMBI Communications Manager.

Work is ongoing to update the Practice Standards for Midwives. As requested by the CEO, the Midwifery Committee was asked to advise the Board on Scope of Practice for registrants on the midwifery division of the Register. This work was ongoing at the end of 2021.

Close links have been maintained with the midwifery leads at the HEIs who provide midwifery education leading to registration to ensure that student midwives' practical and educational requirements are being met through the pandemic.

Careers

Main functions of the NMBI Careers Centre

NMBI works with the HSE and other appropriate bodies to provide careers information on nursing and midwifery. NMBI provides careers information to:

- those who are interested in becoming a nurse or midwife, such as Leaving Certificate students, post-Leaving Certificate students or mature applicants
- registered nurses or registered midwives who are considering future career pathways that exist within the professions
- relevant stakeholders who are involved in the education, training, support and counselling of these groups, such as lecturers, guidance counsellors, staff at healthcare agencies and healthcare service users.

Stakeholder engagement

Careers information is provided through publication of the NMBI booklet *Nursing and Midwifery, A Career for You* which was updated once again in 2021. NMBI hosts a Careers section on our website and takes part in regular stakeholder communication.

In 2021 there were more than 1,500 email queries for career information responded to through the careers email inbox careersinformation@nmbi.ie.

NMBI, in partnership with the Office of Nursing and Midwifery Service Director (ONMSD), attended the Irish Times Higher Options fair with the aim of inspiring Ireland's next generation of nurses and midwives. Due to the pandemic the fair was hosted online. Live chat with more than 30 nursing and midwifery experts was provided to all students, guidance counsellors and teachers registered for the fair. It took place over two days from 1pm to 6pm on Wednesday and Thursday, 13 and 14 September.

A panel discussion on nursing and midwifery careers was moderated by Brian Mooney, Irish Times Education Correspondent, and featured Sarah Tyrrell, a recent graduate of UCD's integrated Children's and General Nursing degree and currently working in CHI, Crumlin Hospital; Brona McGahon, a student nurse from DkIT in her fourth year of Intellectual Disability study; and NMBI Board member Catherine Cocoman, a registered general and psychiatric nurse currently working in an acute psychiatric unit. There were very good activity levels noted on the virtual portal for the Nursing and Midwifery stand.

CAO applications for mature students

The Education Department is responsible for the ongoing management of mature applications to undergraduate nursing and midwifery programmes with the CAO. To be eligible to apply for a place on an undergraduate nursing or midwifery programme, mature applicants (aged 23 or over by 1 January of the year of application) must apply to the CAO and sit an assessment test as set out in the *Nurses and Midwives (Education and Training) Rules 2018*.

The assessment tests include a verbal reasoning, a numerical reasoning and a job simulation test. The 2021 competition was completed online, and this process will continue for 2022. In 2021 more than 1,800 applicants expressed interest in undertaking the mature assessment test, more than 1,100 successfully completed the process and 349 places were offered through the CAO.

Applications to nursing and midwifery programmes 2021

The total number of places in pre-registration nursing and midwifery degree programmes for 2021 was further increased to 2,044 as a result of special measures introduced to respond to Covid-19 (1,987 was the agreed figure in 2020 for the same reason). Application statistics are supplied by the CAO at the end of each year. Analysis of this data was completed, and the following trend noted:

- Total applications to nursing and midwifery in 2021 were 10,905. This is an increase of 1,119 (or 11%) on 2020. This is the highest number of applications since the introduction of the degree programme in 2002.





08

Financial Statements

**For year ended
31 December 2021**

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General Information

Board Members	Appointment	End of term of office
Essene Cassidy (President)	Reappointed December 2017	December 2022
Louise Kavanagh McBride (Vice President)	Reappointed January 2021	January 2025
Lorraine Clarke-Bishop	Reappointed January 2021	September 2021
Denise Lawler	Reappointed December 2017	December 2022
Mark Blake-Knox	Reappointed December 2017	December 2022
Denis Murphy	Reappointed February 2018	December 2022
Catherine Cocoman	December 2017	December 2022
Eileen Kelly	December 2017	December 2022
Liam Hamill	December 2017	December 2022
Mary Gorman	December 2017	December 2022
Kathleen Lombard	February 2018	December 2022
Colm O'Herlihy	June 2018	December 2022
Anne Horgan	August 2018	December 2022
Laura Sahm	September 2018	December 2022
John Horan	April 2019	December 2022
Áine Lynch	January 2021	January 2025
Joseph Shalbin	January 2021	January 2025
Marian Vaughan	January 2021	January 2025
Siobhán McArdle	January 2021	January 2025
Louise Collins	January 2021	January 2025
Michael Rigby	May 2021	December 2022
Anne Marie Duffy	January 2021	January 2026
Conan McKenna	January 2021	January 2026
Cyril Sullivan	January 2021	January 2026

Chief Executive Officer

Sheila McClelland

Address

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Co Dublin

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Fax Number

01 639 8595

Auditors

Comptroller and Auditor General,
3A Mayor Street Upper, Dublin 1

Solicitors

Beauchamps, Riverside Two,
Sir John Rogerson's Quay, Dublin 2

Bankers

Bank of Ireland, Baggot Street, Dublin 2
KBC Bank Ireland, Sandwith Street,
Dublin 2

Governance Statement and Board Members' Report

Governance

The Board of Nursing and Midwifery Board of Ireland was established under the Nurses and Midwives Act 2011. The functions of the Board are set out in section 9 of this Act. The Board is accountable to the Minister for Health and is responsible for ensuring good governance and performs this task by setting strategic objectives and targets and taking strategic decisions on all key business issues. The regular day-to-day management, control and direction of Nursing and Midwifery Board of Ireland are the responsibility of the Chief Executive Officer (CEO) and the senior management team. The CEO and the senior management team must follow the broad strategic direction set by the Board, and must ensure that all Board members have a clear understanding of the key activities and decisions related to the entity, and of any significant risks likely to arise. The CEO acts as a direct liaison between the Board and management of Nursing and Midwifery Board of Ireland.

Board Responsibilities

The work and responsibilities of the Board are set out in Standing Orders, which also contain the matters specifically reserved for Board decision. Standing items considered by the Board include:

- declaration of interests,
- reports from committees,
- financial reports/management accounts,
- performance reports, and
- reserved matters.

Section 34 of the Nurses and Midwives Act 2011 requires the Nursing and Midwifery Board of Ireland to keep, in such form as may be approved by the Minister for Health with consent of the Minister for Public Expenditure and Reform, all proper and usual accounts of money received and expended by it.

In preparing these financial statements, the Board of the Nursing and Midwifery Board of Ireland is required to:

- select suitable accounting policies and apply them consistently,
- make judgements and estimates that are reasonable and prudent,
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that it will continue in operation, and
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.

The Chief Executive Officer, under the direction of the Board is responsible for keeping adequate accounting records which disclose, with reasonable accuracy at any time, its financial position and enables it to ensure that the financial statements comply with Section 34 of the Nurses and Midwives Act 2011. The maintenance and integrity of the corporate and financial information on the Nursing and Midwifery Board of Ireland's website is the responsibility of the Board.

The Board is responsible for approving the annual plan and budget. Evaluation of the performance of Nursing and Midwifery Board of Ireland by reference to the annual plan and budget is a standing agenda item at Board meetings.

The Board is also responsible for safeguarding its assets and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Board considers that the financial statements of Nursing and Midwifery Board of Ireland give a true and fair view of the financial performance and the financial position of Nursing and Midwifery Board of Ireland at 31 December 2021, except for non-compliance with the requirements of FRS102 in relation to retirement benefit entitlements as directed by the Minister for Health.

Board Structure

The Board consists of a President, Vice President and twenty-one ordinary members. All members are appointed by the Minister for Health. The members of the Board were appointed for a period of five years and meet, on average, on a monthly basis. The table below details the appointment period for current members:

Board Members	Role	Date appointed
Essene Cassidy	President	Reappointed 06/12/2017
Louise Kavanagh McBride	Vice President	Reappointed 21/01/2021
Lorraine Clarke-Bishop*	Board Member	Reappointed 21/01/2021
Denise Lawler	Board Member	Reappointed 06/12/2017
Mark Blake-Knox	Board Member	Reappointed 06/12/2017
Denis Murphy	Board Member	Reappointed 15/02/2018
Catherine Cocoman	Board Member	Appointed 06/12/2017
Eileen Kelly	Board Member	Appointed 06/12/2017
Liam Hamill	Board Member	Appointed 06/12/2017
Mary Gorman	Board Member	Appointed 06/12/2017
Kathleen Lombard**	Board Member	Appointed 15/02/2018
Colm O'Herlihy	Board Member	Appointed 19/06/2018
Anne Horgan	Board Member	Appointed 20/08/2018
Laura Sahm***	Board Member	Appointed 30/09/2018
John Horan	Board Member	Appointed 17/04/2019
Áine Lynch	Board Member	Appointed 21/01/2021
Joseph Shalbin	Board Member	Appointed 21/01/2021
Marian Vaughan	Board Member	Appointed 21/01/2021
Siobhán McArdle****	Board Member	Appointed 21/01/2021
Louise Collins	Board Member	Appointed 21/01/2021
Michael Rigby	Board Member	Appointed 07/05/2021
Anne Marie Duffy	Board Member	Appointed 21/01/2021
Conan McKenna	Board Member	Appointed 21/01/2021
Cyril Sullivan	Board Member	Appointed 21/01/2021

An external evaluation of the Board was carried out in November 2021.

*Lorraine Clarke-Bishop resigned from the Board in September 2021.

**Kathleen Lombard resigned from the Board in January 2021.

***Laura Sahm resigned from the Board in September 2021.

**** Siobhán McArdle resigned from the Board in December 2021.

The Board has established eight committees, as follows:

1. **Audit and Risk Committee:** comprises three Board members and three independent members. The role of the Audit and Risk Committee (ARC) is to support the Board in relation to its responsibilities for issues of risk, control and governance and associated assurance. The ARC is independent from the financial management of the organisation. In particular the Committee ensures that the internal control systems including audit activities are monitored actively and independently. The ARC reports to the Board after each meeting, and formally in writing annually. There were five meetings of the ARC in 2021.
2. **Education, Training and Standards Committee:** comprises six Board members and five independent members. The Education, Training and Standards Committee (ETSC) monitors adherence to standards and evaluates compliance to standards and criteria for the education and training of nurses and midwives on behalf of the NMBI. There were five meetings of the ETSC in 2021.
3. **Fitness to Practise Committee (FPC) (1985)*:** comprises sixteen independent members and no Board members. All the members of this Committee were members of the Board pre-2011 and their role is to enquire into complaints referred before the Nurses and Midwives Act 2011. There were 64 inquiry days involving the committee of the FPC 1985 in 2021.
4. **Fitness to Practice Committee (2011)*:** The Fitness to Practise Committee (FtPC) (Nurses and Midwives Act, 2011) comprised 24 members in 2021, of whom 11 were Board members. The role of the FtPC is to enquire into complaints referred to it by the Preliminary Proceedings Committee under section 61 of the Nurses and Midwives Act, 2011. On completion of an inquiry, the FtPC submits its report to the Board pursuant to section 67 of the Act. There were 60 inquiry days, 10 preliminary applications hearing days (“call-overs”) and 2 meeting day in 2021, giving a total of 72 days.
5. **Business Strategy & Finance Committee** (formerly the Governance and Finance Committee): comprises no more than seven Board members. Six Board members were members of the committee in 2021. The Business, Strategy and Finance Committee (BSF) reviews and makes recommendations to the Board of NMBI in relation to all issues pertaining to the governance of NMBI. There were six meetings of the BSF in 2021.
6. **Midwives Committee:** comprises ten members, three of whom must be board members. In July 2021, the Board agreed to increase the membership from eight to ten. The role of the Midwives Committee (MC) is to advise the Board in relation to all areas pertaining to midwifery practice. There were five meetings of the MC in 2021.

*Under section 6(1)(b) of the Nurses and Midwives Act 2011, the FTFC established under the Nurses Act 1985 continues in being until all cases under the 1985 Act are completed. It was hoped this would occur by the end of 2021; however this is influenced by factors outside the control of NMBI and some matters remain to be concluded. The FTFC established pursuant to section 24(2)(b) of the Nurses and Midwives Act 2011 hears cases under the 2011 Act.

7. **Preliminary Proceedings Committee:** comprises five Board members and six independent members. The role of the Preliminary Proceedings Committee (PPC) is to give initial consideration to complaints. There were eleven meetings of the PPC in 2021.
8. **Registration Committee:** comprises five Board members and four independent members. The Registration Committee (RC) considers appeals from applicants for registration who have not been granted direct registration and determines the outcome of such appeals. It makes decisions, advises and makes recommendations to the Board in relation to all issues pertaining to registration. It considers all registration related matters referred to it by the Board or the executive. There were six meetings of the RC in 2021.

Schedule of Attendance, Fees and Expenses

A schedule of attendance at the Board and Committee meetings for 2021 is set out below including the fees and expenses received by each member:

	Board ***	ARC	ETC	FTPC* *	BSF	MC	PPC	RC	Committee Fees 2021**	Fees 2021	Expenses 2021
Number of meetings	22	5	5	72	6	5	11	5	€	€	€
Essene Cassidy	22	1	-	-	6	-	-	-	-	-	634
Louise Kavanagh McBride	10	-	3	12	-	-	-	-	-	-	1,695
Lorraine Clarke-Bishop	3	-	3	8	-	-	-	-	-	-	-
Denise Lawler	7	-	-	3	-	5	-	-	-	-	-
Mark Blake-Knox	14	4	-	26	-	-	-	-	7,800	5,985	-
Denis Murphy	11	-	-	1	6	-	10	-	3,300	5,985	-
Catherine Cocoman	10	-	3	-	-	-	-	-	-	-	-
Eileen Kelly	9	-	-	22	-	-	-	-	-	-	-
Liam Hamill	8	-	-	3	-	-	-	4	-	-	260
Mary Gorman	7	-	-	-	-	4	9	-	-	-	-
Kathleen Lombard	1	-	-	-	1	-	-	-	-	-	-
Colm O'Herlihy	14	-	-	10	-	-	-	-	3,000	5,985	-
Anne Horgan	10	-	-	-	-	-	5	-	-	-	-
Laura Sahm	9	2	-	4	-	-	-	-	-	-	1,276
John Horan	17	-	5	-	-	-	-	5	-	5,985	-
Áine Lynch	10	-	-	-	-	-	9	-	-	-	-
Joseph Shalbin	12	-	-	-	-	2	-	6	-	-	-
Marian Vaughan	15	-	-	-	-	-	-	-	-	-	-
Siobhán McArdle	11	-	-	-	3	-	-	5	-	-	-
Louise Collins	20	-	-	-	5	-	-	4	-	-	-
Michael Rigby	14	-	1	-	-	-	-	-	-	3,990	-
Anne Marie Duffy	17	-	4	19	-	-	-	-	5,700	5,985	-
Conan McKenna	18	-	-	20	5	-	-	-	6,000	5,985	-
Cyril Sullivan	10	5	-	-	-	-	8	-	2,400	5,985	-
									28,200	45,885	3,865

Sixteen members of the Board did not receive a Board fee under the One Person One Salary (OPOS) principle.

*Total number of days (including inquiry days, call-overs, FTPC meetings and deliberation days).

**Total number of Board meeting days including special meetings; all Board members were only required to attend 11 scheduled meetings.

***Louise Kavanagh McBride was on medical leave from 4th January 2021 to April 1st 2021.

Key Personnel Changes

Four Board members resigned in 2021, including one who resigned at the end of the year and so was eligible to attend all Board and committee meetings except the final Board meeting on 17 December 2021. The terms of ten Board members ended on 5 December 2020. Nine new members were appointed in 2021 and two members were re-appointed.

Anne-Marie Ryan retired as Director of Education, Policy and Standards in 2021 and Carolyn Donohoe was appointed as Director of Education Policy and Standards in July 2021.

Aoibhin de Burca resigned as Head of Operations in October 2021 and Kathyann Barrett was appointed as Head of Operations in November 2021.

Disclosures Required by Code of Practice for the Governance of State Bodies (2016)

The Board is responsible for ensuring that Nursing and Midwifery Board of Ireland has complied with the requirements of the Code of Practice for the Governance of State Bodies ("the Code"), as published by the Department of Public Expenditure and Reform in August 2016. The following disclosures are required by the Code:

Consultancy Costs

Consultancy costs include the cost of external advice to management and exclude outsourced 'business-as-usual' functions.

	2021	2020
	€	€
Legal advice	67,505	55,212
Ad hoc procurement advice	17,500	20,000
Pension advice	16,124	9,888
Business process improvement	193,103	90,033
IT advisory	44,963	106,065
Education policy development	41,552	21,000
Total consultancy costs	380,747	302,198
Consultancy costs capitalized	43,118	114,830
Consultancy costs charged to the Income and Expenditure and Retained Revenue Reserves	337,629	187,368
Total	380,747	302,198

Legal Costs and Settlements

The table below provides a breakdown of amounts recognised as expenditure in the reporting period in relation to legal costs, settlements and conciliation and arbitration proceedings relating to contracts with third parties. This does not include expenditure incurred in relation to general legal advice received by Nursing and Midwifery Board of Ireland which is disclosed in Consultancy costs above.

	2021	2020
	€	€
Legal fees – Fitness to practice	2,580,788	2,579,182
Settlements	-	-
Total	2,580,788	2,579,182

Travel and Subsistence Expenditure

Travel and subsistence expenditure is categorised as follows:

	2021	2020
	€	€
Domestic		
Board	3,865	20,620
Employees	1,050	2,954
International		
Board	-	3,699
Employees	-	2,959
Total	4,915	30,232

Travel and subsistence expenditure paid directly to Board members €3,231 (2020 €19,208) and paid on behalf of Board members by the NMBI €634 (2020 € 5,109).

Hospitality Expenditure

The Statement of Income and Expenditure and Retained Revenue Reserves includes the following hospitality expenditure:

	2021	2020
	€	€
Board and Staff hospitality	734	786
Client hospitality	-	-
Total	734	786

Statement of Compliance

The Nursing and Midwifery Board of Ireland has complied with the requirements of the Code of Practice for the Governance of State Bodies, as published by the Department of Public Expenditure and Reform in August 2016.



Louise McBride
Vice President
Date: 23/12/2022



Sheila McClelland
CEO
Date: 23/12/2022

Statement on Internal Control

Scope of responsibility

This statement is made in accordance with the requirement set out in the Department of Public Expenditure and Reform's Code of Practice for the Governance of State Bodies (2016).

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

Purpose of the System of Internal Control

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 system of internal control, which accords with guidance issued by the Department of Public Expenditure and Reform has been in place in NMBI for the year ended 31 December 2021 and up to the date of approval of the financial statements.

Capacity to Handle Risk

NMBI has an Audit and Risk Committee (ARC) comprising six members, three Board members, one of whom is the Chair and three independent members. The ARC met five times in 2021.

The following steps have been taken to ensure an appropriate control environment:

- The Finance Department coordinates and manages the preparation of an annual Budget that is approved by the Board.
- The Finance Department prepares monthly variance expenditure reports comparing actual with budgeted expenditure. These are reported to the Senior Management Team, the Board and the Business Strategy and Finance Committee on a regular basis.
- The Audit and Risk Committee and the Business Strategy and Finance Committee of the Board 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.
- The Board's internal audit function is provided by an outside service provider. The programme of work is agreed with the Audit and Risk Committee.
- There are systems aimed at ensuring the security of information and communication technology systems.
- There are systems in place to secure the assets.

Risk and Control Framework

There is a risk management policy and framework in place which sets out the risk appetite of the NMBI. The management process in place and the roles and responsibilities in relation to risk are set in the risk management policy document.

Risks are identified and managed through the organisations risk register where key risks are stated and existing controls to mitigate the risk are noted. The risks are assessed and prioritised by considering the likelihood of the event occurring and the impact such event would have on the organisation. An action plan is put in place to mitigate the risk and assigned an owner to implement the plan.

The risk register details the controls and actions needed to mitigate risks and responsibility for operation of controls assigned to specific staff. I confirm that a control environment containing the following elements is in place:

- procedures for all key business processes have been documented,
- financial responsibilities have been assigned at management level with corresponding accountability,
- there is an appropriate budgeting system with an annual budget which is kept under review by senior management,
- there are systems aimed at ensuring the security of the information and communication technology systems,
- there are systems in place to safeguard the assets.

Impact of Covid-19 pandemic on the Control Environment

The onset of the Covid-19 pandemic in early 2020, and the resulting public health advice and safety measures, rapidly and fundamentally changed the working practices of NMBI with remote and virtual working becoming the norm for most NMBI staff.

NMBI has monitored the developments closely, looking to mitigate the risks that may affect the NMBI's business operations, staff and stakeholders. Actions taken by NMBI include: -

- Initiate NMBI's Business as Usual (BAU) model and transition the NMBI's business operations to a remote working environment where most business processes can continue as normal.
- Continual assessment of significant risks pertaining to the Covid-19 pandemic and the agility of NMBI to respond effectively.
- Developed a Covid-19 specific risk register to manage the risks presented by the pandemic.
- Fortnightly meetings of the Audit & Risk Committee were initially held to monitor and manage the risk register.
- Ensuring robust segregation of duties remains and adequate cover is in place should specific approving authorities be unavailable.
- Ensuring all existing data protection and records management policies and procedures continue to apply in the remote working environment and are monitored and reported on as normal.

- Ensuring that staff members access NMBI's network using NMBI's approved ICT equipment and that all staff members working remotely have been equipped with the necessary ICT equipment.
- At the beginning of the Covid-19 pandemic, the NMBI implemented social distancing, cleaning and cough/sneezing and hand hygiene etiquette protocols prior to receiving any official guidance from government, in order to protect the health and safety of our staff. HR continued to provide a fully operational HR service from the outset of the pandemic.
- Assess potential for weaknesses in internal controls resulting from Covid-19 and took measures to monitor and update internal controls where necessary.

Ongoing Monitoring and Review

Formal procedures have been established for monitoring control processes and control deficiencies are communicated to those responsible for taking corrective action and to management and the Board, where relevant, in a timely way. We confirm that the following ongoing monitoring systems are in place:

- key risks and related controls have been identified and processes have been put in place to monitor the operation of those key controls and report any identified deficiencies,
- reporting arrangements have been established at all levels where responsibility for financial management has been assigned, and
- there are regular reviews by senior management of periodic and annual performance and financial reports which indicate performance against budgets/forecasts.

Procurement

NMBI is committed to complying fully with procurement rules and guidelines. Procurement in the NMBI is overseen by the Business Strategy and Finance Committee. All contracts above €50,000 are approved by the Board. The NMBI engages external procurement advisory services to support the organisation in compliance with procurement rules and guidelines.

Review of Effectiveness

We confirm that NMBI has procedures to monitor the effectiveness of its risk management and control procedures. NMBI's monitoring and review of the effectiveness of the system of internal financial control is informed by the work of the internal and external auditors, the Audit and Risk Committee which oversees their work, and the senior management within NMBI responsible for the development and maintenance of the internal financial control framework.

We confirm that the Board conducted an annual review of the effectiveness of the internal controls for 2021 on 23rd March 2022.

Internal Control Issues

In 2021 there were twenty-four data breaches reported to the Data Protection Commission (DPC) of which twenty were classified as low risk. Four were classified as medium risk. All cases were closed by the DPC in 2021.

Approval by the Board

The Statement on System of Internal controls has been reviewed by the Audit and Risk Committee and the Board to ensure it accurately reflects the control system in operation during the reporting period.

A review of internal controls for 2021 was carried out by an external firm and signed off by the Board in 2022.

On behalf of the Board of the Nursing and Midwifery Board of Ireland:



Louise McBride
Vice President
Date: 23/12/2022



Sheila McClelland
CEO
Date: 23/12/2022



Ard Reachtaire Cuntas agus Ciste Comptroller and Auditor General

Report for presentation to the Houses of the Oireachtas Nursing and Midwifery Board of Ireland

Qualified opinion on the financial statements

I have audited the financial statements of the Nursing and Midwifery Board of Ireland for the year ended 31 December 2021 as required under the provisions of section 34 of the Nurses and Midwives Act 2011. The financial statements have been prepared in accordance with Financial Reporting Standard (FRS) 102 — *The Financial Reporting Standard applicable in the UK and the Republic of Ireland* and comprise

- the statement of income and expenditure and retained revenue reserves
- the statement of financial position
- the statement of cash flows, and
- the related notes, including a summary of significant accounting policies.

In my opinion, except for the non-compliance with the requirements of FRS 102 in relation to retirement benefit entitlements referred to below, the financial statements give a true and fair view of the assets, liabilities and financial position of the Nursing and Midwifery Board of Ireland at 31 December 2021 and of its income and expenditure for 2021 in accordance with FRS 102.

Basis for qualified opinion on financial statements

In compliance with the directions of the Minister for Health, the Nursing and Midwifery Board of Ireland accounts for the costs of retirement benefit entitlements only as they become payable. This does not comply with FRS 102 which requires that the financial statements recognise the full cost of retirement benefit entitlements earned in the period and the accrued liability at the reporting date. The effect of the non-compliance on the Nursing and Midwifery Board of Ireland's financial statements for 2021 has not been quantified.

I conducted my audit of the financial statements in accordance with the International Standards on Auditing (ISAs) as promulgated by the International Organisation of Supreme Audit Institutions. My responsibilities under those standards are described in the appendix to this report. I am independent of the Nursing and Midwifery Board of Ireland and have fulfilled my other ethical responsibilities in accordance with the standards.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Report on information other than the financial statements, and on other matters

The Nursing and Midwifery Board of Ireland has presented certain other information together with the financial statements. This comprises the governance statement and Board members' report, and the statement on internal control. My responsibilities to report in relation to such information, and on certain other matters upon which I report by exception, are described in the appendix to this report.

I have nothing to report in that regard.

John Crean
For and on behalf of the
Comptroller and Auditor General

23 December 2022

Appendix to the report

Responsibilities of Board members

As detailed in the governance statement and Board members' report, the Board members are responsible for

- the preparation of annual financial statements in the form prescribed under section 34 of the Nurses and Midwives Act 2011
- ensuring that the financial statements give a true and fair view in accordance with FRS 102
- ensuring the regularity of transactions
- assessing whether the use of the going concern basis of accounting is appropriate, and
- such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Responsibilities of the Comptroller and Auditor General

I am required under section 34 of the Nurses and Midwives Act 2011 to audit the financial statements of the Nursing and Midwifery Board of Ireland and to report thereon to the Houses of the Oireachtas.

My objective in carrying out the audit is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement due to fraud or error. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with the ISAs, I exercise professional judgment and maintain professional scepticism throughout the audit. In doing so,

- I identify and assess the risks of material misstatement of the financial statements whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- I obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal controls.
- I evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures.

- I conclude on the appropriateness of the use of the going concern basis of accounting and, based on the audit evidence obtained, on whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Nursing and Midwifery Board of Ireland's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my report. However, future events or conditions may cause the Nursing and Midwifery Board of Ireland to cease to continue as a going concern.
- I evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I report by exception if, in my opinion,

- I have not received all the information and explanations I required for my audit, or
- the accounting records were not sufficient to permit the financial statements to be readily and properly audited, or
- the financial statements are not in agreement with the accounting records.

Information other than the financial statements

My opinion on the financial statements does not cover the other information presented with those statements, and I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, I am required under the ISAs to read the other information presented and, in doing so, consider whether the other information is materially inconsistent with the financial statements or with knowledge obtained during the audit, or if it otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

Reporting on other matters

My audit is conducted by reference to the special considerations which attach to State bodies in relation to their management and operation. I report if I identify material matters relating to the manner in which public business has been conducted.

I seek to obtain evidence about the regularity of financial transactions in the course of audit. I report if I identify any material instance where public money has not been applied for the purposes intended or where transactions did not conform to the authorities governing them.

Statement of Income and Expenditure and Retained Revenue Reserves

	Note	2021 €	2020 €
INCOME			
Annual Retention Fee	2	7,488,215	7,454,777
Registration Fees and Overseas income	3	2,723,728	2,094,800
Verification Fee	3	140,320	88,560
HSE Contribution Nursing Careers Centre	4	200,000	200,000
Superannuation Contributions		70,235	66,036
Department of Health Contribution	4	425,000	-
Bank & Investment Interest		-	75
Other Income	5	115,512	274,947
Total Income		11,163,010	10,179,195
EXPENDITURE			
Accommodation Costs	6	388,430	351,561
Staff Costs	7/8	4,646,146	4,033,212
Administration Costs	9	2,596,178	2,261,377
Fitness to Practise	10	2,768,690	2,663,972
Library	11	5,687	8,901
Nursing Careers Centre	12	88,402	20,977
Depreciation	13	638,720	443,434
Total Expenditure		11,132,253	9,783,434
Surplus for the year		30,757	395,761
Balance Brought Forward at 1 January		10,412,558	10,016,797
Balance Carried Forward at 31 December		10,443,315	10,412,558

The Statement of income and expenditure and retained revenue reserves includes all gains and losses recognised in the year.

The Statement of Cash Flows and notes 1 to 20 form part of these financial statements.

On behalf of the Board of the Nursing and Midwifery Board of Ireland:



Louise McBride
Vice President
Date: 23/12/2022



Sheila McClelland
CEO
Date: 23/12/2022

Statement of Financial Position

	Note	As at 31 December 2021 €	As at 31 December 2020 €
FIXED ASSETS			
Property, Plant and Equipment	13	11,370,039 11,370,039	11,774,780 11,774,780
CURRENT ASSETS			
Receivables	15	194,168	179,299
Cash and Cash Equivalents	14	5,264,269	4,023,185
		<u>5,458,437</u>	<u>4,202,484</u>
CURRENT LIABILITIES (AMOUNTS FALLING DUE WITHIN ONE YEAR)			
Payables	16	(5,155,280)	(4,091,031)
		<u>(5,155,280)</u>	<u>(4,091,031)</u>
NET CURRENT ASSETS		303,157	111,453
LONG TERM LIABILITIES (AMOUNTS FALLING DUE AFTER ONE YEAR)			
Payables	16	(1,229,881)	(1,473,675)
TOTAL NET ASSETS		<u>10,443,315</u>	<u>10,412,558</u>
REPRESENTING			
Accumulated Fund		10,443,315	10,412,558
		<u>10,443,315</u>	<u>10,412,558</u>

The Statement of Cash Flows and notes 1 to 20 form part of these financial statements. On behalf of the Board of the Nursing and Midwifery Board of Ireland:



Louise McBride
Vice President
Date: 23/12/2022



Sheila McClelland
CEO
Date: 23/12/2022

Statement of Cash Flows

	2021 €	2020 €
Net Cash Flows from Operating Activities		
Excess Income over expenditure	30,757	395,761
Depreciation of fixed assets	638,720	443,434
(Increase) in receivables	(14,869)	(34,309)
Increase / (Decrease) in payables	1,064,249	(1,810,445)
Bank interest received	-	(75)
Bank interest paid	4,852	5,787
Net Cash Inflow/(Outflow) from Operating Activities	1,723,709	(999,847)
Cash Flows from Investing Activities		
Payment to acquire property, plant & equipment	(233,979)	(942,491)
Net Cash Flows from Investing Activities	(233,979)	(942,491)
Cash Flows from Financing Activities		
Bank interest received	-	75
Bank interest paid	(4,852)	(5,787)
Repayment of loan	(243,794)	(241,878)
Net Cash Flows from Financing Activities	(248,646)	(247,590)
Net Increase/(Decrease) in Cash and Cash Equivalents	1,241,084	(2,189,928)
Cash and cash equivalents at 1 January	4,023,185	6,213,113
Cash and cash equivalents at 31 December	5,264,269	4,023,185



Louise McBride
Vice President
Date: 23/12/2022



Sheila McClelland
CEO
Date: 23/12/2022

Notes to the Financial Statements

1. Accounting Policies

The basis of accounting and significant accounting policies adopted by the Nursing and Midwifery Board of Ireland are set out below. They have all been applied consistently throughout the year and for the preceding year.

a) General Information

The Nursing and Midwifery Board of Ireland was set up under the Nurses and Midwives Act 2011, with a head office at 18/20 Carysfort Avenue, Blackrock, Co. Dublin, Ireland. The object of the Board is the protection of the public in its dealing with nurses and midwives and the integrity of the practice of nursing and midwifery through the promotion of high standards of professional education, training and practice and professional conduct among nurses and midwives.

The Nursing and Midwifery Board's primary objectives are set out in section 8 and 9 of the Nurses and Midwives Act 2011as amended and are as follows:

- maintaining the register of nurses and midwives
- evaluating applications from Irish and overseas applicants who want to practice as nurses and midwives in Ireland
- supporting nurses and midwives to provide care by developing standards and guidance that they can use in their day-to-day practice
- setting requirements for nursing and midwifery educational programmes in Higher Level Institutions
- investigating complaints made from patients, their families, health care professionals, employers and holding fitness to practice inquiries

b) Statement of Compliance

The financial statements of the Nursing and Midwifery Board for the year ended 31 December 2021 have been prepared in accordance with FRS 102, the financial reporting standard applicable in the UK and Ireland issued by the Financial Reporting Council (FRC), as modified by the direction of the Minister for Health in relation to Superannuation. In compliance with the directions of the Minister of Health, the Board accounts for the costs of the Superannuation entitlements only as they become payable (see i). This basis of accounting does not comply with FRS 102 which requires costs to be recognised in the year in which entitlement is earned.

c) Basis of Preparation

The financial statements have been prepared under the historical cost convention, except for certain assets and liabilities measured at fair values as explained in the accounting policies below. The financial statements are in the form approved by the Minister for Health with concurrence of the Minister for Public Expenditure and Reform under section 34 of the Nursing and Midwifery Board Act 2011. The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the Nursing and Midwifery Board's financial statements.

In preparing the financial statements for the year ended 31st December 2021, management has assessed the Nursing and Midwifery Board of Ireland's ability to continue as a going concern. On the basis of projected financial results and cash flow for 2022 and 2023, it is clear that the Nursing and Midwifery Board of Ireland can demonstrate that there is no material uncertainty regarding its ability to meet its liabilities as they fall due.

The NMBI considers it appropriate to prepare financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if NMBI was unable to continue as a going concern.

d) 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 and December in respect of fees for the following year is shown as deferred income on the statement of financial position and is recognised as income in the following year.

Other Fee Income

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

State Contributions/Grants

Contributions from the Health Service Executive are accounted for on a cash receipts basis. Grants from the Department of Health are allocated to the accounting period in which the related expenditure occurs.

e) Fixed Assets

Property, plant and equipment are stated at cost less accumulated depreciation, adjusted for any provision for impairment. Depreciation is provided on all property, plant and equipment, other than freehold land, at rates estimated to write off the cost less the estimated residual value of each asset on a straight-line basis over their estimated useful lives, as follows:

Freehold Premises	Straight line over 50 years
Freehold Land	No Depreciation
Equipment and Fittings	33.33% Straight line
Computer Equipment	33.33% Straight line
Computer Software	33.33% Straight line
Telephone Equipment	33.33% Straight line
Registration System	20.00% Straight line

Residual value represents the estimated amount which would currently be obtained from disposal of an asset, after deducting estimated costs of disposal, if the asset were already of an age and in the condition expected at the end of its useful life.

If there is objective evidence of impairment of the value of an asset, an impairment loss is recognised in the Statement of Income and Expenditure and Retained Revenue Reserves in the year.

f) Financial Liability

On 23 September 2007, NMBI drew down a mortgage of €4.5 million. The mortgage is by way of a 20 year term loan facility. All amounts are due to be repaid by 23 September 2027. Repayments are made on a quarterly basis. Interest charged is Euribor +0.03%.

The carrying value of the mortgage is recognised at amortised cost using the effective interest rate method.

g) Loan interest

Interest expense is recognised on the basis of the effective interest method and is included in finance costs.

h) Short-term Benefits

Short term benefits such as holiday pay are recognised as an expense in the year, and benefits that are accrued at year-end are included in the Payables figure in the Statement of Financial Position.

i) Superannuation Contributions

Government Superannuation Scheme. By direction of the Minister for Health, no provision has been made in respect of future benefits payable under the scheme. Employee contributions are credited to the Statement of income and expenditure and retained revenue reserves when received. Pension payments under the scheme are charged to the Statement of income and expenditure and retained revenue reserves when paid. Only those superannuation payments which fall due to be paid in the current year of account are charged to the current Statement of income and expenditure and retained revenue reserves.

NMBI also administers the Single Public Service Pension Scheme ("Single Scheme") which is a defined benefit scheme for pensionable public servants appointed on or after 1 January 2013. Single scheme members' contributions and employer contributions are paid over to the Department of Public Expenditure and Reform.

j) Additional Superannuation Contributions

From 1 January 2019 onwards, members of public service defined benefit pension schemes pay an additional superannuation contribution (ASC) which are remitted to the Department of Health.

k) Contingent Liabilities

NMBI makes full provision for its best estimate of legal and other costs expected to arise in relation to cases it is involved in. However, NMBI is involved in a number of legal proceedings where it is not possible to predict the outcome or possible financial effect of the relevant cases with any certainty. As a result, no provision has been made for these cases.

l) Provisions

Provisions are recognised when the Board has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation, and the amount of the obligation can be estimated reliably.

m) Critical Accounting Judgements and Estimates

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the statement of financial position date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. There were no judgements required that had a significant effect on amounts recognised in the financial statements for 2021.

2. 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 2021, the ARF was €100 (2020: €100).

3. Registration and Overseas Fee Income

	2021	2020
Overseas assessment Fees	1,836,250	1,488,035
EU Registrations	531,988	330,410
Non-EU Registrations	355,490	276,355
Total	2,723,728	2,094,800

4. Health Service Executive Contributions/Department of Health Grants

Health Service Executive Contributions: An amount of €200,000 (2020 - €200,000) has been 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 12).

The €425,000 received from the Department of Health covers Department contribution towards the capital cost of the new registration system €186,000, €147,000 in respect of Covid 19 measures and €92,000 to cover the remaining deficit.

5. Other Income

	2021	2020
	€	€
Restoration fees	113,262	260,500
Duplicate Certifications	-	7,725
Registration Appeal Fees	2,250	4,785
Miscellaneous/other income	-	1,937
Total	115,512	274,947

6. Accommodation Costs

	2021	2020
	€	€
Mortgage Interest	4,852	5,787
Insurance	60,172	58,971
Light & Heat	47,860	45,416
Repairs & Maintenance	275,546	241,387
Total	388,430	351,561

7. Staff Costs

	2021	2020
	€	€
Staff short-term benefits	2,326,437	2,323,639
Employer's contribution to social welfare	229,319	204,905
Employers pension contributions*	211,950	150,011
Pension payments	858,990	535,389
Total NMBI Staff Costs	3,626,696	3,213,944
Agency Costs	1,019,450	819,268
Total Staff Costs	4,646,146	4,033,212

*Employer Contributions of €211,950 in respect of SPSPS was remitted to the Department of Public Expenditure and Reform.

a) Additional superannuation contribution

Additional superannuation contribution of €41,533 (2020: €53,475) were made from staff salaries and were remitted to the Department of Health.

b) Employee Benefits

The number of employees whose total employee benefits fell within each band of €10,000 from €60,000 upwards are as follows:

Range of total employee benefits		Number of employees	
From:	To:	2021	2020
€60,000	€69,999	4	-
€70,000	€79,999	1	1
€80,000	€89,999	3	5
€90,000	€99,999	1	1
€100,000	€109,999	1	1
€110,000	€119,999	-	-
Greater than €120,000		-	-
Total		10	8

Note: For the purposes of this disclosure, short-term employee benefits in relation to services rendered during the reporting period include salary, overtime allowances and other payments made on behalf of the employee, but exclude employer's PRSI.

c) Chief Executive Officer Salary and Benefits

The CEO remuneration package for the financial period was as follows:

	2021	2020
	€	€
Basic Pay:		
CEO	108,441	105,601
Travel expenses and subsistence	-	3,693
	108,441	109,294

The Chief Executive Officer is a member of NMBI's pension scheme, and her entitlements in that regard do not extend beyond the terms of the single public service pension scheme. The value of retirement benefits earned in the period is not included above.

d) Staff Short-Term Benefits

	2021	2020
	€	€
Basic Pay	2,326,437	2,323,639
	2,326,437	2,323,639

e) Key Management Personnel

Key management personnel in NMBI consist of the Chief Executive officer and the members of senior management team. The total value of employee benefits for key management personnel is set out below.

	2021	2020
	€	€
Salary	538,418	596,809
	538,418	596,809

8. Average Headcount

The average headcount for the Nursing and Midwifery Board of Ireland in 2021 was 47 (2020: 44).

9. Administration

	2021	2020
	€	€
Travel & Subsistence		
- Domestic Travel Board members and staff	4,915	23,574
- Foreign Travel Board members and staff	-	6,658
- Non Board committee members and other	35,465	18,688
Board Member Fees	74,085	102,165
Non Board committee member fees	80,751	39,600
Board Training	38,080	21,150
Telephone	112,232	32,833
Postage	15,717	200,980
Print & Stationery	9,780	36,121
Staff Training & Recruitment	105,125	72,412
Audit Fees – External Audit	28,500	28,500
Audit Fees – Internal Audit	47,970	35,588
Legal Fees (Non FTP)	67,505	55,212
Procurement Advice	17,500	20,000
Pension Advice	16,124	9,888
Business Improvement	193,103	76,483
IT Advisory	1,845	4,785
Accountancy services	56,648	103,408
External Service Delivery	810,386	696,080
Education Policy Development	41,552	21,000
Bank Interest & charges	52,014	43,074
Computer/IT	756,015	574,165
Misc.	30,866	39,013
	2,596,178	2,261,377

10. Fitness to Practise

	2021 €	2020 €
FTP Administration	90,291	27,454
Legal Fees	2,580,788	2,579,182
Stenographer Fees	97,611	57,336
Total	2,768,690	2,663,972

11. Library

No value has been placed on books and periodicals in the Library. Expenditure is charged to the financial statements in the year in which it occurs.

12. 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, who established the Nursing Careers Centre to manage the process. Salary and accommodation costs are included under the relevant expenditure headings in the Statement of Income and Expenditure and Retained Revenue Reserves.

	2021 €	2020 €
General Admin Costs	1,199	1,180
Mature Applicant Testing Services	87,203	19,797
Total	88,402	20,977

In addition to the directly attributable costs above, an amount of €71,798 (2020: €64,189) is included in the payroll costs in respect of staff assigned to duties related to the Nursing Careers Centre. The Board also estimates that apportioned accommodation and overhead costs for the centre are €78,208 (2020: €59,131).

13. Fixed Assets

	Freehold Land €	Premises €	Equipment & Fitings €	Computer Softwae €	Computer Hardware €	Registration System €	Total €
Cost or Valuation							
At 01 January 2021	1,265,833	12,589,104	110,104	602,718	1,218,245	1,561,220	17,347,224
Additions	-	-	-	4,598	44,441	184,940	233,979
Write down	-	-	-	-	-	-	-
At 31 December 2021	1,265,833	12,589,104	110,104	607,316	1,262,686	1,746,160	17,581,203
Accumulated Depreciation							
At 01 January 2021	-	3,652,794	110,104	597,903	1,137,658	73,985	5,572,444
Charge for Year	-	251,782	-	3,525	47,885	335,528	638,720
Write down	-	-	-	-	-	-	-
At 31 December 2021	-	3,904,576	110,104	601,428	1,185,543	409,513	6,211,164
Net Book Value at 31 December 2021	1,265,833	8,684,528	-	5,888	77,143	1,336,647	11,370,039
Net Book Value at 31 December 2020	1,265,833	8,936,310	-	4,815	80,587	1,487,235	11,774,780

14. Analysis of changes in Cash and Cash equivalents

	1 January 2021 €	Cash Flow €	31 December 2021 €
Cash at bank and in hand	293,023	5,699	298,722
Short Term Deposit	3,730,162	1,235,385	4,965,547
Total	4,023,185	1,241,084	5,264,269

15. Receivables

	2021 €	2020 €
Debtors	15,175	-
Prepayments	178,993	179,299
	194,168	179,299

16. Payables

a) Amounts falling due within one year

	2021 €	2020 €
Trade Creditors and Accruals	840,461	982,691
Deferred Income Annual Retention Fee (i)	4,072,358	2,707,155
Deferred Income from Department of Health	-	159,705
Mortgage due in less than one year	242,461	241,480
	5,155,280	4,091,031

	2021 €	2020 €
Deferred Income at 1 January	2,707,155	4,378,562
Receipts in Year from Annual Retention Fee	8,853,418	5,783,370
Recognised as income in Year	(7,488,215)	(7,454,777)
Total Deferred Income	4,072,358	2,707,155

b) Amounts falling due after one year

	2021 €	2020 €
Mortgage 2 – 5 Years	969,845	965,920
Mortgage over 5 Years	260,036	507,755
	1,229,881	1,473,675

17. Contingent liability

NMBI is also involved in a number of legal proceedings where it is not possible to predict the outcome or possible financial effect of the relevant cases with any certainty. As a result, no provision has been included in the financial statements in respect of these cases.

18. Related Party Disclosures

The Nursing and Midwifery Board adopts procedures in accordance with the guidelines issued by the Department of Public Expenditure and Reform covering the personnel interests of Board members. In the normal course of business, the Nursing and Midwifery Board may enter into contractual arrangements with entities in which Nursing and Midwifery Board members are employed or are otherwise interested.

In cases of potential conflict of interest, Board members do not participate in or attend discussions in the decision making regarding these transactions. A register is maintained and available on request in all such instances.

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

Please refer to Note 7 for CEO details and to the Governance Statement for Board Members fees and expenses.

19. Capital Commitments

There were no capital commitments at 31 December 2021.

20. Approval of Financial Statements

These financial statements were approved by the Board of the Nursing and Midwifery Board on 23rd March 2022.





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Appendices

Appendix 1: Members of the NMBI Board 2021

The Board of NMBI is made up of 23 members set out as follows:

- Two members of the academic staff, one at a university and the other at an Institute of Technology, and of whom one is a registered nurse and one a registered midwife
- One Director of Nursing or Director of Midwifery
- Eight registered nurses or registered midwives elected by registered nurses and registered midwives
- Seven persons put forward by the following: the Medical Council, the Health Service Executive (HSE), the Health and Social Care Professionals Council, the Health Information and Quality Authority (HIQA) and a third-level educational establishment which is involved in the education and training of nurses or midwives
- One person who is experienced in the provision of health or personal social care in the voluntary sector
- Five persons selected by the Minister for Health using the Public Appointments Service (PAS) process for State bodies. (These people are not and never have been registered nurses or registered midwives in the State or in another jurisdiction.)

All Board members act in a non-executive capacity.

For details on our Board members, the Board meeting schedule and attendance during 2021, please refer to Appendix 2.

We have eight committees. Four are statutory committees and four are advisory committees with specific responsibilities to support the activities of the Board in governing NMBI.

There were a number of Board changes in 2021. Eleven members' terms of office ended in December 2020, with three of those terms being renewed following re-appointment/re-election. In addition, two members were elected by the professions to the Board for the first time, three members were appointed using the PAS process for State bodies and three members were put forward for appointment, two by the HSE and one to represent the Directors of Nursing/Midwifery. Elected members must also be appointed to the Board by the Minister for Health and the appointments of all new members were confirmed in January 2021. In addition, three casual vacancies arose during 2021. One was filled by appointment by the Minister for Health following a nomination by HIQA. The other two will be filled in early 2022.





Essene Cassidy
President



Louise Kavanagh McBride
Vice President



Mark Blake-Knox



Joseph Shalbin



Lorraine Clarke-Bishop



Catherine Cocoman



Michael Rigby



Conan McKenna



Mary Gorman



Aine Lynch



Liam Hamill



Cyril Sullivan



John Horan



Anne Horgan



Anne-Marie Duffy



Eileen Kelly



Denise Lawler



Marian Vaughan



Kathleen Lombard



Siobhan McArdle



Louise Collins



Denis Murphy



Colm O'Herlihy



Laura Sahn

Appendix 2: NMBI Board Meetings 2021

The Board is required to meet four times per year.

Board members who do not attend a minimum of four Board meetings a year or who absent themselves from six consecutive meetings and/or six without the Board granting leave may be required to cease office. A member of the Board who does not attend a meeting of the Board for a consecutive period of six months ceases at the end of that period to hold office unless the member

For the purpose of determining attendance, each Board meeting day is counted as one attendance. The number of scheduled Board meeting days, meetings to consider no prima facie (NPF) recommendations from the Preliminary Proceedings Committee (PPC) and special Board meetings are shown separately.

Twenty-two Board meetings in total were held in 2021. These were broken down as follows:

- Eleven scheduled meetings – all members are required to attend.
- Seven NPF meetings – members of the PPC do not attend.
- Four special meetings – if convened to deal with certain Fitness to Practise matters, members of the PPC do not attend unless required for a quorum.

Unless otherwise stated, all members were eligible to attend all 11 scheduled meetings.

Board member	Scheduled meetings attended	NPF meetings attended	Special meetings attended	Total number attended
Mark Blake Knox	7	5	2	14
Joseph Shalbin	9	2	1	12
Essene Cassidy	11	7	4	22
Lorraine Clarke Bishop ¹	3	0	0	3
Catherine Cocoman	4	4	2	10
Conan McKenna	11	6	1	18
Mary Gorman	6	PPC	1	7
Aine Lynch	9	PPC	1	10
Liam Hamill	4	2	2	8
Cyril Sullivan	9	PPC	1	10
John Horan	9	5	3	17
Anne Horgan	8	PPC	2	10
Louise Kavanagh McBride ²	6	2	2	10
Eileen Kelly	5	3	1	9
Denise Lawler	4	2	1	7
Marian Vaughan	11	3	1	15
Anne-Marie Duffy	11	2	4	17
Siobhan McArdle ³	6	4	1	11
Louise Collins	11	6	4	20
Denis Murphy	10	PPC	1	11
Colm O'Herlihy	7	5	2	14
Laura Sahn ⁴	5	4	0	9
Michael Rigby ⁵	8	3	3	14
Kathleen Lombard ⁶	0	1	0	1

¹ Lorraine Clarke Bishop resigned 27 September 2021. Eligible to attend six scheduled meetings.

² Louise Kavanagh McBride was on certified sick leave until March 2021. Eligible to attend nine scheduled meetings.

³ Siobhan McArdle resigned 17 December 2021. Eligible to attend ten scheduled meetings.

⁴ Laura Sahn resigned 27 September 2021. Eligible to attend six scheduled meetings.

⁵ Michael Rigby was appointed 7 May 2021. Eligible to attend six scheduled meetings.

⁶ Kathleen Lombard resigned 27 January 2021. She was not eligible to attend any scheduled meetings.

Appendix 3: Committee Members and Meetings 2021

Business, Strategy and Finance Committee

There were six meetings of the Business, Strategy and Finance Committee in 2021.

Committee structure: Six members (six Board members and no non-Board members).

Chairperson: Conan McKenna

Member	Number of meetings attended
Conan McKenna ¹	5
Essene Cassidy	6
Denis Murphy	6
Siobhan McArdle ¹	3
Louise Collins ¹	5
Louise Kavanagh McBride ²	0
Kathleen Lombard ³	1

¹ Conan McKenna, Louise Collins and Siobhan McArdle were appointed to the committee in March 2021. Their first meeting was 10 March 2021.

² Louise Kavanagh McBride was on certified sick leave until April 2021.

³ Kathleen Lombard resigned from the Board and committee on 27 January 2021. Her last meeting was 20 January 2021.

Audit and Risk Committee

There were five meetings of the Audit and Risk Committee in 2021.

Committee structure: six members (three Board members and three non-Board members)

Chairperson: Cyril Sullivan

Member	Number of meetings attended
Denis Doherty ¹	4
Chris McCann	5
Philip Brady	5
Mark Blake-Knox	4
Laura Sahn ²	2
Cyril Sullivan	5
Liam Hannaway ³	1

¹ Denis Doherty's term of office ended before the fifth meeting of the year.

² Laura Sahn resigned before the fifth meeting of the year.

³ Liam Hannaway was appointed following the fourth meeting of the year.

Fitness to Practise Committee (2011)

There were 60 inquiry days and 6 call-over days in 2021.

Committee structure: 33 members (11 Board members and 22 non-Board members)

Chairperson: Denise Lawler, Lorraine Clarke Bishop and Eileen Kelly

Member	Inquiry days	Call-over days	FTPC meetings
	60	10	2
Mark Blake-Knox	16	6	1
Conan McKenna	17	1	1
Lorraine Clarke-Bishop	4	3	1
Pat Dolan ¹	7	-	-
Liam Hamill	3	-	-
Eileen Kelly	19	2	1
Denise Lawler	-	3	-
Liam Minihan ²	5	-	-
Colm O'Herlihy	8	-	-
Louise Kavanagh-McBride	11	1	-
Laura Sahm ³	4	-	-
Mary Barrett	6	-	1
James Buckley	8	2	2
Eileen Flynn	16	-	2
Richard Hammond ⁴	8	3	1
Mark Kane	9	1	1
Stephen Kealy	5	-	1
Jill Long	5	1	1
Shane McCarthy	15	2	2
Martin McNamara ⁵	-	-	1
Amanda Phelan	16	1	1
Marian Vaughan	9	1	2
Anne-Marie Duffy	13	2	2
Margaret Philbin	25	5	2
Triona Cowman	9	1	2
Valerie Beatty	2	3	2
Dermott Jewell	6	1	1
Ada Bradbury	21	2	2
Juliana Henry	5	1	-
Kathryn Muldoon	6	-	1

continued

Member	Inquiry days	Call-over days	FTPC meetings
Jim Kitson ⁶	5	1	2
Dennis Hammill ⁷	1	1	2
Caroline Murphy ⁸			1
Gertie Taggart ⁹			1
Catherine Cocoman ¹⁰			1
Jim Daly ¹¹			1
John O'Mullane ¹²			1

¹ Concluded on 5 December 2020 – the Board agreed that he should remain on the committee to conclude an ongoing inquiry subject to section 24(14)

² Concluded on 5 December 2020 – the Board agreed that he should remain on the committee to conclude an ongoing inquiry subject to section 24(14)

³ Concluded on 29 September 2021

⁴ Concluded on 19 September 2021

⁵ Concluded on 19 September 2021

⁶ Commenced on the FTPC on 05 July 2021

⁷ Commenced on the FTPC on 05 July 2021

⁸ Commenced on the FTPC on 05 July 2021

⁹ Commenced on the FTPC on 05 July 2021

¹⁰ Commenced on the FTPC on 29 September 2021

¹¹ Commenced on the FTPC on 20 September 2021

¹² Commenced on the FTPC on 20 September 2021

Midwives Committee

There were four meetings and one special meeting of the Midwives Committee in 2021.

Committee structure: Nine members (three Board members and six non-Board members)

Chairperson: Denise Lawlor

Member	Number of meetings attended
Denise Lawlor	5
Joseph Shalbin ¹	2
Mary Gorman	4
Hope Davidson ²	3
Nicola Maher ²	1
Elaine Finucane ³	1
Lorraine Mulligan	5
Karen Harmon ⁴	2
Mary Rowland ⁴	2
Clíodhna Grady ⁵	3

¹ Joseph Shalbin joined the committee in February 2021.

² Hope Davidson and Nicola Maher joined the committee in April 2021.

³ Elaine Finucane joined the committee in May 2021.

⁴ Karen Harmon and Mary Rowland joined the committee in September 2021.

⁵ Clíodhna Grady's term of office ended in March 2021.

Preliminary Proceedings Committee

There were 11 meetings of the Preliminary Proceedings Committee in 2021.

Committee structure: 11 members (five Board members and six non-Board members)

Chairperson: Denis Murphy

Member	Number of meetings attended
Denis Murphy	10
Cyril Sullivan	8
Mary Gorman	9
Anne Horgan	5
Áine Lynch	9
Deirdre Naughton	9
James Doorley	10
Timmy Frawley	10
Geraldine Feeney	9
Anne Sheehan	8

Registration Committee

There were six meetings of the Registration Committee in 2021 (one meeting, on 10 March, was an urgent non-scheduled meeting).

Committee structure: nine members (five Board member and four non-Board)

Chairperson: Liam Hamill

Member	Number of meetings attended
Liam Hamill	4
John Horan	5
Louise Collins	4
Siobhan McArdle	5
Joseph Shalbin Kallarakkal	6
Catrina Heffernan	2
Karen Clarke	4
Mark Jordan ¹	3
Marie Kehoe ¹	2

¹ Mark Jordan and Marie Kehoe were appointed to the Committee after the March committee meeting and were therefore eligible to attend four meetings only.

Education, Training and Standards Committee

There were five meetings of the Education, Training and Standards Committee in 2021.

Committee structure: 11 members (six Board members and five non-Board members)

Chairperson: Louise Kavanagh McBride

Member	Number of meetings attended
Louise Kavanagh McBride	3
Lorraine Clarke Bishop ¹	3
John Horan	5
Michael Rigby ²	1
Catherine Cocoman	3
Anne-Marie Duffy	4
Marian Vaughan	5
Aisling Culhane	5
Steve Pitman	5
JP Nolan	3
Barbara Kelly ³	3
Mary McDonnell-Naughton ³	3
Orla Daly ⁴	2
Mairead Boland ⁴	2

¹ Lorraine Clarke Bishop left the committee on 20 September 2021.

² Michael Rigby joined the committee on 29 September 2021.

³ Barbara Kelly and Mary McDonnell-Naughton left the committee on 23 July 2021.

⁴ Orla Daly and Mairead Boland joined the committee on 21 July 2021.



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

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