



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

Annual Report
2022



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President's Address

I am pleased to introduce the Nursing and Midwifery Board of Ireland's (NMBI's) 2022 Annual Report. This report outlines the organisation's work and achievements throughout the year as we focused on delivering on our strategic objectives, as set out in our Statement of Strategy 2020-2022.

During the year, and the period of the strategy, I had the pleasure of serving as Vice President of the Board, having taken up the role of President following a Board election in January 2023.

As I take up this role, I would like to wish outgoing President, Essene Cassidy, well and thank her for her leadership over the past seven years, and throughout the previous strategy. I look forward to leading the Board with its new strategic objectives.

Throughout the last year, NMBI continued to fulfil its vision to provide leadership to registered nurses and midwives to deliver safe care through innovative and proactive professional regulation. Over the past three years, we have remained committed to building trust in the organisation and hopefully our role is better understood. We continued our work to further strengthen our impact so that NMBI is appropriately equipped for the years to come. During the year, we also worked with stakeholders, registrants and the public to develop our next three-year strategy which will be published in 2023.

In January 2022, the Board was delighted to announce the appointment of Sheila McClelland as permanent CEO of NMBI. Sheila joined the organisation in June 2019 and during that time she has guided NMBI through its digitisation and modernisation programme. She has also provided leadership to ensure NMBI continued to operate effectively despite the challenges brought by the Covid-19 pandemic. On behalf of the Board, I would like to wish her continued success in the role.

As we emerged from the Covid-19 pandemic, 2022 was an important year for NMBI in returning to in-person engagement with our stakeholders and the public. We commenced the Summer Series initiative, bringing clinical and academic professionals, as well as service users, together to discuss the challenges and opportunities for the professions. NMBI co-hosted four events at college campuses across the country in June, each focusing on a different division of the NMBI Register. A fifth event was held in November focusing on the midwifery profession, while a separate community event was also in Dublin, bringing together community nursing and midwifery leaders to discuss expanding partnerships and cooperation.

On behalf of the Board, I would like to thank the colleges, speakers and delegates for their support throughout these events. Highlights of each of the events can be found in Section 4 of this report.

In 2022, we also published the first State of the Register report. The digitisation of the annual renewal process has allowed us to compile valuable insights into our registrants which will be used to inform an evidence-based approach to workforce planning across the Irish healthcare system. On behalf of the Board, I would like to thank our registrants for their continued engagement with the online annual renewal process.

At Board level, we experienced a number of changes in 2022. The terms of office of 12 members ended in December. Outgoing members are President Essene Cassidy, Denise Lawler, Catherine Cocoman, Liam Hamill, Mary Gorman, Eileen Kelly, Colm O'Herlihy, Anne Horgan, Michael Rigby, Mark Blake-Knox and Denis Murphy. I would like to sincerely thank them for their commitment and valuable insights over the course of their tenure.

In September, a Board election was held and I am delighted to extend a warm welcome to the newly elected representatives: Kate O'Halloran, Mark Johnston, Mary Leahy, Mary Rose Loughnane and Mittu Fabin Alungal. We also welcome back John Horan who was reappointed to the Board. Also joining the Board from representative groups are Dr Lydia Buckley, Dr Margaret Murphy, Muireann Ní Shuilleabhain, Niamh Murphy, Professor Gautam Gulati, Raymond Dolan and Terry McGonigal. The new members took up their roles in January 2023 and I look forward to working with them in delivering on our organisation's responsibilities.

On behalf of the Board, I would like to express my appreciation and thanks to the Minister, the Department of Health, the Health Service Executive, the Office of the Nursing and Midwifery Services Director, education bodies, representative bodies and other regulator colleagues for their continued assistance and collaboration throughout the year.

As we reflect on 2022 in compiling this report, I would recognise both the opportunities and challenges that exist within the nursing and midwifery professions. On behalf of the Board, I would like to acknowledge the dedication, professionalism and resilience our registrants have shown throughout the year. Together with our registrants and stakeholders, I look forward to making a positive impact for the professions in 2023.



Dr Louise Kavanagh McBride

President

Nursing and Midwifery Board of Ireland



Chief Executive Officer's Foreword

As the regulator for the nursing and midwifery professions, our role is to enhance patient safety by supporting nurses and midwives to deliver safe care.

Over the past three years, we have worked towards this by focusing on evolving our model of regulation, digitising and improving the efficiency of our services, leveraging data and research, communicating more frequently and effectively with our stakeholders, and further developing our organisation. During that period, we also faced the unprecedented challenges of the Covid-19 pandemic and supported the national response, particularly by helping nurses and midwives return to the Register and students to complete their placements and study despite the difficult conditions. Throughout this challenging time, nurses and midwives continued to provide care and support with integrity and compassion.

In 2022, we took a number of significant actions to achieve key objectives. For example, under amendments to the Nurses and Midwives Act, we implemented new processes, including changes to fitness to practise processes to accept undertakings and the introduction of a Humanitarian Practice Permit. This permit allows nurses and midwives from outside Ireland who wish to practise on a temporary basis in Ireland to apply for a permit to do so.

In 2022, we put a focus on further strengthening our relationships with registrants, key stakeholders and the public. As we emerged from the Covid-19 pandemic, we embraced the opportunity to connect with our stakeholder groups in person again. We engaged with nurses and midwives through a series of events across the country which allowed us to share our insights and listen to their experiences as professions and of regulation.

Throughout the year, we also engaged with stakeholders to develop our new Statement of Strategy for 2023-2025. I would like to thank everyone who provided input into shaping our strategic objectives and vision for the coming years.

Our Registration Department had an extremely busy year as 5,528 nurses and midwives joined our Register for the first time and we issued over 8,800 Decision Letters to applicants from overseas wishing to join our Register. We were also joined by the Chief Nursing Officer, Rachel Kenna, to launch our very first State of the Register report in October. The report provides a breakdown of the number of nurses and midwives registered in Ireland, and the data aims to inform workforce planning models. Publication of the report was made possible by the digitisation of our Register over the previous few years, including the application and annual renewal processes.

I would like to take this opportunity to welcome Dr Ray Healy who was appointed as NMBI's Director of Registration having taken up the role in 2021 on an interim basis. Over the past year, Ray has made great progress in reducing the time frame taken to assess applications from overseas candidates.

We continued to review and investigate complaints made against nurses and midwives, holding fitness to practise hearings in person, fully remote or in a hybrid format. We began implementing a number of changes to our complaints process, including ways to make the complaints experience more compassionate for those involved and to reduce the length of time it takes to deal with a complaint.

Our Education, Standards and Policy Department continued their work to support the day-to-day practice of nurses and midwives through the development of professional guidance and standards. This included publishing the updated Practice Standards for Midwives in May 2022 to reflect legislative and societal changes. We also continued to promote high standards of education for the professions and published reports of on-site inspections of education bodies and clinical placement sites for the first time. The reports take an in-depth look at each undergraduate programme leading to registration and provide a summary of the commendations, conditions and recommendations for best practice in professional education.

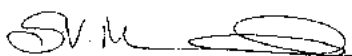
Throughout the year, we also conducted a workforce review to ensure we can continue to fulfil our remit and objectives. We filled key roles and delivered essential training to our staff to further develop our organisation and improve the efficiency of our services.

I look forward to building on these areas and further strengthening our work under our new strategy and priorities.

I would like to thank the Board, my colleagues on the Senior Management Team and the staff of NMBI for all their work in 2022 to regulate and promote the professions of nursing and midwifery. In particular, I would like to thank the Board members who stepped down from their roles in 2022 and extend a warm welcome to all new members who have joined us following recent elections and appointments. I look forward to working with them in the years ahead.

I would like to echo the President's comments and also thank all of our stakeholders at Government, department and service-delivery level for their support and engagement in our work during the year.

Finally, I would like to express my sincere appreciation to our registered nurses and midwives who have shown dedication and commitment to the professions. We remain committed to fulfilling our role in supporting our registrants in providing the highest standard of care across all healthcare settings through modern and proactive professional regulation.



Sheila McClelland
Chief Executive
Nursing and Midwifery Board of Ireland

Key Activities and Achievements 2022

Registration

NMBI Register of Nurses and Midwives

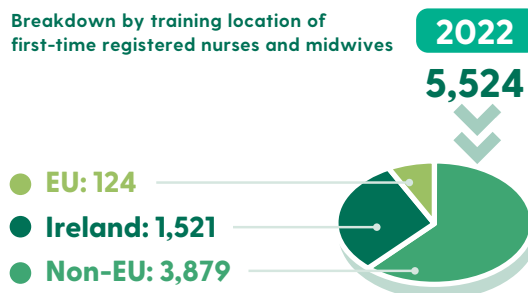
All nurses or midwives practising in Ireland are required to have their name on the Register of Nurses and Midwives

As at 1 December 2022 there are

85,086 nurses and midwives
on the NMBI Register



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



Fitness to Practise

50

Complaints
received

38

Inquiries
held

70

Inquiry
days

30

Inquiries
concluded

Education



Post-registration
Category 1
courses approved

1,058



Post-registration
Category 2
courses approved

53



Course leading to
registration in an
additional division
approved

1



Site
inspections

7



01

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



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 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 midwives
- set the standards for the education 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
- investigate and consider complaints against nurses and midwives.

Our role in setting standards and providing guidance for approximately 85,000 registered nurses and midwives in Ireland focuses on public safety. We work collaboratively with the Department of Health, employers, managers, representative bodies, educators, other regulatory bodies and our registrants.



02

**Governance and
Management**

Our Board and committees

The Board of NMBI comprises 23 members with a lay majority of 12. All Board members act in a non-executive capacity.

For details on our Board members, the Board meeting schedule and attendance during 2022, please refer to the Appendices.

We have seven committees. Three 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***

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, as amended. On completion of an inquiry, the Fitness to Practise Committee submits its report to the Board. The Committee may find that allegations are proven and that one or more grounds on which the complaint was made have been met, or it may alternatively find at an inquiry that no allegation against the registered nurse or midwife is proven and will dismiss the complaint. The Committee may also accept an undertaking and/or consent from a registered nurse or midwife at the early stages of an inquiry which will conclude the inquiry process promptly.

- ***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, accept an undertaking 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. The Preliminary Proceedings Committee may also accept an undertaking and/or consent from the nurse or midwife who is the subject of a complaint.

- ***Midwives Committee***

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

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, as amended. It oversees the financial arrangements and internal operations of the Board and ensures that appropriate and adequate control arrangements exist in all areas of financial responsibility.

- **Education, Training and Standards Committee**

The Education, Training and Standards Committee monitors adherence to and compliance with 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, and advises and makes recommendations to the Board in relation to all issues pertaining to registration.

Our executive

NMBI's internal organisation structure reflects the statutory functions as set out in the Nurses and Midwives Act 2011, as amended. These are currently supported by our Senior Management Team and their Departments. Each director reports to the Chief Executive Officer.

Members of our Senior Management Team in 2022:



Sheila McClelland
CEO



Dr Ray Healy
Director of Registration



Colm O'Leary
Director of Fitness to Practise



Carolyn Donohoe
Director of Education, Policy
and Standards



Dawn Johnston
Director of Midwifery



Kathyann Barrett
Head of Operations



03

Strategic Objectives

In 2022, NMBI implemented the final year of its *Statement of Strategy 2020-2022*. In addition to our core statutory activities, our three-year strategy also set out to deliver a significant change agenda. The strategy outlined five strategic priorities.

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

To achieve these aims, NMBI committed to fulfilling the strategic objectives through our Business Plan 2022. While the following chapters in this report sets out how NMBI met these objectives, we have summarised some key milestones achieved in 2022 below.

Evolving our model of regulation:

- Launched second edition of *Practice Standards for Midwives*.
- Introduction of the Humanitarian Practice Permit following the signing of a commencement order by the Minister for Health to bring a number of sections of the Nurses and Midwives Act 2011, as amended, into operation.
- Work commenced on developing flexible modes of entry onto the Register, including graduate entry nursing.
- Implemented and enacted the procedures and underpinning principles under which the Preliminary Proceedings Committee can accept undertakings from registrants who are the subject of a complaint.
- Updated the approval requirements for undergraduate nursing programmes to clearer indicators for the sector.

Digitising and improving the efficiency of our services:

- Online system, MyNMBI, used for annual renewals of registration and applications to join the Register.
- Introduced document management system for fitness to practise complaints and inquiries.

Leveraging data and research:

- State of the Register data report published in October 2022. Insights have been shared to inform workforce planning at national level.

- Began publishing site inspection reports on education bodies and their associated health care providers to share insights with the public and other education bodies.

Communicating more frequently and effectively with our stakeholders:

- Held a number of events for registrants on different divisions of the Register to discuss current challenges and future opportunities in the areas as part of Summer Series, and midwifery discussion in November.
- Held NMBI's Annual Student Midwife Debate with University College Cork.
- Engaged with stakeholders through meetings and focus groups, and held a public consultation to inform the development of our *Statement of Strategy 2023-2025*.
- Issued 11 editions of our eZine to stakeholders and subscribers.

Established social media channels to communicate with stakeholders for first time.

Further developing our organisation:

- Developed *Statement of Strategy 2023-2025*.
- Completed workforce review to inform future work.
- Established a cross-departmental internal communications group.
- Completed several key recruitment campaigns.

Read more about our achievements in 2022 in the following chapters.



04

**Stakeholder
Engagement**

Throughout 2022, we engaged with stakeholders in a number of ways. This included through consultations, regular meetings, and attending and hosting events.

Development of Statement of Strategy 2023-2025

A key focus for the organisation in 2022 was on developing our strategy for the next three years. Throughout 2022, we held a number of focus groups and meetings with our stakeholders to inform the new strategy. We published our draft strategy for public consultation over the summer, receiving 120 responses from individuals and organisations. The report on the consultation is available on www.nmbi.ie.

The feedback was used in the development of our Statement of Strategy which, following approval by NMBI's Board, was submitted to the Department of Health in December. The strategy will be published in 2023.

Forums with nurses and midwives

Focusing on different divisions of the Register, we held four Summer Series events and a discussion for community nursing in June. A *Midwifery Going Forward* discussion was also held in autumn. Highlights from each event can be read below.

Children's Nursing in the Community – Care Closer to Home

The first of our Summer Series events was co-hosted by the School of Nursing at UCC and focused on the theme *Children's Nursing in the Community – Care Closer to Home*. Speakers included our President, Essene Cassidy, our Director of Education, Policy and Standards, Carolyn Donohoe, as well as UCC Head of School of Nursing and Midwifery, Professor Josephine Hegarty, who presented on the significant progress made in healthcare over the last 70 years, as well as future trends with the shift to the community and home as the primary location of care. Rosemarie Sheehan, Assistant Director of Nursing at Children's Health Ireland, chaired a topical panel discussion on experiences of children's nursing. The event was closed by our CEO, Sheila McClelland.



Pictured (L to R) Back row: Margaret Curtin, Programme Lead for the Integrated Children's and General Nursing, School of Nursing and Midwifery, UCC; Rosemarie Sheehan, Assistant Director of Nursing, Children's Health Ireland; Dr Ray Healy, Director of Registration, NMBI; Clare Hayes, Lecturer Practitioner, School of Nursing and Midwifery, UCC; Marieke Buckley, Internship Student, BSc Children's and Integrated Nursing, Cork University Hospital; Tyrone Horne, Clinical Nurse Co-ordinator for Children with Life Limiting Conditions; Aisling Glavin, Clinical Nurse Manager 2, Puffin Ward, Cork University Hospital; Cora O'Leary, Clinical Practice Specialist, Resilience Care and Eilín Ní Mhurchú, Liaison Nurse Manager, Jack and Jill Foundation.

Pictured (L to R) Front row: Carolyn Donohoe, Director of Education, Policy and Standards, NMBI; Olga Buckley, Advanced Nurse Practitioner, Paediatric Haematology Oncology Outreach Service, Mercy University Hospital; Sheila McClelland, NMBI CEO; Josephine Hegarty, Head of School of Nursing and Midwifery, UCC and Essene Cassidy, NMBI President.



Pictured (L to R): Professor Josephine Hegarty, Head of School of Nursing and Midwifery, UCC; Sheila McClelland, NMBI CEO; Essene Cassidy, NMBI President and Bridie O'Sullivan, Cork University Hospital.



Pictured (L to R) Back row: Clare Hayes, Lecturer Practitioner, School of Nursing and Midwifery, UCC; Tyrone Horne, Clinical Nurse Co-ordinator for Children with Life Limiting Conditions; Aisling Glavin, Clinical Nurse Manager 2, Puffin Ward, Cork University Hospital and Cora O'Leary, Clinical Practice Specialist, Resilience Care.

Pictured (L to R) Front row: Marieke Buckley, Internship Student, BSc Children's and Integrated Nursing, Cork University Hospital; Rosemarie Sheehan, Assistant Director of Nursing, Children's Health Ireland and Eilín Ní Mhurchú, Liaison Nurse Manager, Jack and Jill Foundation.

Nursing Leadership in the Midlands – Undergraduate and Beyond

The second event was hosted at the Department of Nursing at the Technology University of the Shannon (TUS) campus in Athlone. It aimed to learn from advanced practice and specialist nurses. Following speakers from NMBI, the event involved two panel discussions where attendees heard from nurses with expertise in the area. One panel discussed *Nursing Leadership in the Midlands – Undergraduate and Beyond*, while a second panel examined *Evolution of Advanced Practice and Specialist Nursing Roles in the Midlands*.



Pictured (L to R): Dr Laura Dempsey, Lecturer in Nursing and Programme Coordinator; Dr Des Cawley, TUS Head of Department; Sheila McClelland, NMBI CEO; Essene Cassidy, NMBI President; Dr Don Faller, Dean of Faculty of Science and Health at TUS and Dr Mary McDonnell Naughton, Senior Lecturer Senior Lecturer in Nursing, Department of Nursing and Healthcare, TUS.



Pictured (L to R): Regina Healion, Clinical Nurse Specialist, Diabetes Midlands Regional Hospital Portlaoise; Patricia Clancy, Clinical Nurse Specialist, Adult Respiratory Midlands Regional Hospital Portlaoise; Dr Des Cawley, TUS Head of Department; Sheila McClelland, NMBI CEO; Essene Cassidy, NMBI President; Dr Don Faller, Dean of Faculty of Science and Health at TUS; Dr Lisa Kerr, Lecturer in Nursing Studies, Department of Nursing and Healthcare, TUS and Yvonne McCague, Advanced Nurse Practitioner, ED, Regional Hospital Mullingar.



Pictured: Nursing Leadership in the Midlands – Undergraduate and Beyond panel discussion.

RNID – An Evolving Profession

A third event was co-hosted with St Angela's College in Sligo focusing on intellectual disability nursing, with the theme of 'An Evolving Practice'. The event shared information on the demographics that make up the division and a panel discussion on intellectual disability, including self-advocacy. Attendees from the division were also joined by Minister of State Frank Feighan and Ruth Northway, a professor of Learning Disability Nursing at the Faculty of Life Sciences and Education University of South Wales.



Pictured (L to R) Back row: Carol Doherty, Clinical Nurse Manager 3 with HSE Disability Services Sligo/Leitrim; Sarah Barrett, final year student BNSc, Intellectual Disability; Dr Evelyn McManus, Acting Head, School of Nursing, Health Sciences and Disability Studies, St Angela's College; Sheila McClelland, NMBI CEO; Dr Amanda McCloat, President of College and Judy Ryan, Director, NMPDU, HSE Kilkenny.

Pictured (L to R) Front row: Margaret Turley, Self-Advocate; Essene Cassidy, NMBI President and Tomás Murphy, Self-Advocate.



Pictured (L to R): Dr Evelyn McManus, Acting Head, School of Nursing, Health Sciences and Disability Studies, St Angela's College; Professor Ruth Northway, Faculty of Life Sciences and Education, University of Wales; Sheila McClelland, NMBI CEO; Essene Cassidy, NMBI President and Dr Amanda McCloat, President of St Angela's College.



Pictured (L to R): Seamus Dolan, Lecturer, Department of Nursing, Health Studies and Disability Studies; Carolyn Donohoe, Director of Education, Policy and Standards, NMBI; Dr Evelyn McManus, Acting Head, School of Nursing, Health Sciences and Disability Studies, St Angela's College; Sheila McClelland, NMBI CEO; Essene Cassidy, NMBI President; Dr Amanda McCloat, President of College and Dr Ray Healy, Director of Registration, NMBI.



Pictured: Seamus Dolan, Lecturer, Department of Nursing, Health Studies and Disability Studies (far left) chairs the panel discussion on Intellectual Disability Nursing.

Mental Health and Wellness in the North West: A Shared Vision and Collaborative Mission

The final Summer Series event took place at Atlantic Technological University's (ATU's) Letterkenny campus with the Head of Department of Nursing and Health Care, ATU Donegal, Dr Louise McBride hosting the evening. The President of ATU, Dr Orla Flynn, opened the event before NMBI Director of Registration, Dr Ray Healy, presented the psychiatric nursing division demographics. Panellists offered different perspectives on mental health and wellbeing and presented details of their work in different settings across in the North West. The keynote address was delivered by John Meehan, Assistant National Director and Head of the National Office for Suicide Prevention (NOSP), who provided an overview of the mental health strategies from 2005-2022 and focused on Connecting for Life and Sharing the Vision.



Pictured (L to R): Colm O'Leary, Director of Fitness to Practise, NMBI, Dr Louise McBride, Head of Department of Nursing and Health Care, ATU Donegal and NMBI Vice President; Dr Orla Flynn, President of ATU; Dr Ray Healy, Director of Registration, NMBI; Essene Cassidy, NMBI President Sheila McClelland, NMBI CEO and Carolyn Donohoe, Director of Education, Policy and Standards, NMBI.



Pictured (L to R): Dr Louise McBride, Head of Department of Nursing and Health Care, ATU Donegal and NMBI Vice President; Michelle Murray, Clinical Nurse Specialist (CNS), Donegal Mental Health Services; Essene Cassidy, NMBI President; Dr Orla Flynn, ATU President; Sheila McClelland, NMBI CEO; Keane Ryan, Clinical Nurse Specialist (CNS), Donegal Mental Health Services and Sharon Ferguson, Mental Health and Wellbeing Project Officer, ATU Donegal.



Pictured: Dr Louise McBride, Head of Department of Nursing and Health Care, ATU Donegal and NMBI Vice President (far right) and members of the discussion panel.

Nurses and Midwives Expanding Partnership in the Community

A community nursing discussion was held in June to discuss the topic: *Nurses and Midwives Expanding Partnership in the Community*. NMBI held the event alongside the Dublin North City and County (DNCC) community healthcare organisation (CHO). More than 80 attended from across the country including nurses and midwives from public health, community nurses and midwives, community mental health, intellectual disability, social inclusion, general practice, infection control and health and safety.



Pictured (L to R): Michelle Quinn, Project Officer in the Chief Nursing Office, Department of Health; Dr Ray Healy, Director of Registration, NMBI; Essene Cassidy, NMBI President; Virginia Pye, National Public Health Nursing Lead ONMSD; Carolyn Donohoe, Director of Education, Policy and Standards, NMBI and Margaret Quigley, National Midwifery Lead, Office of the Nursing and Midwifery Services Director (ONMSD).



Pictured (L to R) CHO DNCC Organising Committee: Caroline Gourley, Director of Nursing, Older Persons Services, CHO DNCC; Jackie Austin, Director Public Health Nursing (DPHN), Dublin North City, CHO DNCC; Essene Cassidy, NMBI President and Head of Older Persons Services CHO DNCC; Marie Cantwell, Professional Development Coordinator for General Practice Nurses, CHO DNCC and Maria Flaherty, Assistant Director of Nursing/Professional Officer, NMPDU Dublin North.



Pictured (L to R): Danny Connellan, Head of Mental Health Services, HSE CHO DNCC; Olive Hanley, Head of Service for Disability, CHO DNCC; Essene Cassidy, NMBI President and Head of Older Persons Services CHO DNCC; Sheila McClelland, NMBI CEO and John Carew, Disability Manager, Dublin North Central CHO DNCC.

Midwifery Going Forward

In November, we held a *Midwifery Going Forward* event at the Munster Technological University (MTU), Tralee. The event brought leading experts in midwifery from the Kerry, Cork and wider Munster region together to discuss the future of the profession. Attendees heard from Professor Patricia Leahy-Warren, Professor in Maternal and Infant Health at the School of Nursing and Midwifery, UCC, as well as two panel discussions on the 'Evolving role of midwives' and 'Breastfeeding: Getting it over the line'.



Pictured (L to R): Sheila McClelland, NMBI CEO; Laura McHugh, National Infant Feeding Coordinator; Mairead O'Sullivan, Infant Feeding Coordinator at University Hospital Kerry; Louise Galvin and son Florian; Dawn Johnston, Director of Midwifery, NMBI and Essene Cassidy, NMBI President.



Pictured (L to R): Denise Lawlor, Chair of NMBI Midwifery Committee; Essene Cassidy, NMBI President; Sheila McClelland, NMBI CEO and Dawn Johnston, Director of Midwifery, NMBI.



Pictured (L to R): Event speakers Dr Ray Healy, Director of Registration, NMBI and Professor Patricia Leahy-Warren, Professor in Maternal and Infant Health, School of Nursing and Midwifery, UCC.

Annual National Student Midwife Debate

The annual NMBI National Student Midwife Debate was held on 4 November in collaboration with the UCC School of Nursing and Midwifery. The event saw six student midwives, from each of the six education bodies that offer midwifery programmes, compete in two teams to debate for or against a motion. This year's motion was: 'This house believes that the diminishing normal birth rate is a threat to the midwifery profession'. It was a lively and engaging debate with Khayla Timothy from University of Limerick winning the prize for best speaker at the debate.



Pictured (L to R): NMBI President, Essene Cassidy; Khayla Timmons, winning speaker, University of Limerick and NMBI CEO, Sheila McClelland.

Fran McConville, Midwifery Advisor to the World Health Organization, joined the event via video stream to share her insights into how the midwifery profession is critical in the 21st century. Sarah Benson, Chairperson of Women's Aid, provided an overview of domestic violence in Ireland and how it can be identified in maternity settings. Attendees also heard from our CEO, Sheila McClelland, our Director of Midwifery, Dawn Johnston, and Dr Geri McLoughlin, Midwife Lecturer at the School of Nursing and Midwifery, UCC.

Other engagements

Throughout the year, we also met with key stakeholders at meetings or at conferences and events. We also contributed to a number of consultations conducted by other bodies. A sample of these are outlined below.

In January, we welcomed the Indian Ambassador to Ireland, Mr Akhilesh Mishra, to our office. We discussed the contribution made to the Irish health services by Indian nurses and midwives, and our plans to provide improved guidance to applicants from India and other non-EU countries wishing to practise in Ireland.



Pictured (L to R): Kathyann Barrett, Head of Operations, NMBI; Sheila McClelland, NMBI CEO; Mr Akhilesh Mishra, Indian Ambassador to Ireland and Dr Ray Healy, Director of Registration, NMBI.

During the year, we spoke at a number of events. For example, our President and CEO addressed the Annual Irish General Practice Nurse Education Association (IGPNEA) Conference in Waterford in May, while our CEO spoke at the Irish Association of Advanced Nurse and Midwife Practitioners (IAANMP) Conference in November.



Pictured (L to R): Our CEO Sheila McClelland and President Essene Cassidy at the IGPNEA Conference; and IAANMP Chairperson, Christine Mc Dermot, with our CEO Sheila McClelland at the IAANMP Conference.

In October, NMBI attended the Medical Council's Staff and Council Member Conference. The conference aimed to foster engagement and increase understanding of the wider healthcare system, and the challenges it faces among the Medical Council's staff and council members. Speaking on the topic of *Regulatory challenges in a health system under pressure*, our CEO Sheila spoke about the challenges from NMBI's perspective alongside contributors from the Medical Council, Mental Health Commission (MHC), the Health Information and Quality Authority (HIQA) and CORU.

Throughout the year, our departments also engaged with a number of groups including British Columbia Regulator, Canada; European Federation of Nurses; Nursing and Midwifery Board of Australia; Nursing and Midwifery Council, UK; the Irish Nurses and Midwives Organisation; Forsa; SIPTU; Psychiatric Nurses Association; Migrant Nurses Ireland; Estonian Nurses Union; Practice Nurses Association Dermatology; Aesthetic Nurses Association of Ireland; Irish Hepatology Nurses Association; Nursing Homes Ireland and Screening Training Unit, Cervical Check Services.

Throughout 2022, the Registration Department engaged with key stakeholders who are recruiting or supporting nurses and midwives to join the Register, including recruitment agencies, Nursing Homes Ireland, Migrant Nurses Ireland, acute hospitals and the wider Health Service Executive (HSE).

Stakeholder engagement was also a priority for our Education, Standards and Policy Department in 2022. The department contributed to a number of international and national groups and conferences, including the International Council of Nurses (ICN) Nurse Practitioner Network International Conference, the All-Ireland Nurses Festival, the All-Ireland Maternity and Midwifery Festival and the Better Together for Digital Healthcare Conference.

Throughout the year, our Director of Midwifery, Dawn Johnston, spoke at and chaired a number of sessions at events held around the country. These include the Midlands Midwifery Conference in Tullamore and Challenging Practice in Maternity Care Conference in Galway. Dawn also spoke to student midwives at education bodies across the country.

During the year, NMBl also contributed to a number of consultations hosted by other bodies, including:

- Quality Qualifications Ireland (QQI) consultation on validation and professional regulatory approval
- Mental Health Commission consultation on quality standards
- Irish Medical Council consultation on Code of Practice guidance
- Assisted Decision Making Capacity Act consultation
- National Patient Safety Office consultation on open disclosure.



05

Registration

As set out in the Nurses and Midwives Act 2011, as amended, our Registration Department is responsible for:

- Maintaining the Register of Nurses and Midwives and Candidate Register for student nurses and midwives
- Recognising qualifications as appropriate to the process to inform decisions letters
- Providing data on applications for recognition of qualifications and registration processes.

Registration statistics

At the end of 2022, 85,086 nurses and midwives were on the Register of Nurses and Midwives. 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 leaving the Register throughout the year.



Joining the Register

New entrants to the Register mainly come from newly graduated nurses and midwives from Ireland, nurses who qualified within the EU or from outside the EU.

In 2022, NMBI registered 1,521 Irish-educated nurses and midwives. This compares to 1,516 registered in 2021. We also registered 4,003 EU and non-EU applicants, compared to 3,478 in 2021.

In 2022, NMBI received 7,158 applications for recognition or registration from candidates who qualified outside of Ireland. Of these, 324 applications were from people who qualified in the EU. The vast majority, 6,834 applications, came from those who qualified from overseas, outside the EU. This is an average of 569 overseas applications received per month. In comparison, in 2021, NMBI received 4,546 overseas submissions, an average of 378 per month.

For nurses and midwives coming from overseas, joining the NMBI Register is a two-stage process: recognition of qualifications and registration. Both stages involve different steps that must be followed by the applicant and by NMBI.

In the first stage, recognition of qualifications, the applicant submits all required documents to support their application. Once all information has been received, the application will progress to Education Assessment and when this assessment is complete the applicant is then issued with a Decision Letter.

The Decision Letter will outline either recognition of qualification, refusal to recognise a qualification or state that a compensation measure (such as an adaptation period or aptitude test) is required to be completed in order to meet the standard to join the Register in Ireland. The majority of overseas applicants will be required to undergo a compensation measure to allow them to demonstrate their clinical skills in terms of meeting the standard required in Ireland set by NMBI. The compensation is acquired in Ireland in the form of an adaption period in a hospital (usually 6-12 weeks) or by undertaking an aptitude test.

Due to the number of applications received, particularly from overseas and the length it can take to assess the qualifications and education of a nurse or midwife, at the end of 2021, there was a high number of applicants awaiting a Decision Letter. In early 2022, NMBI put measures in place to increase resources in its Registration Department which has led to an increase in the number of Decision Letters issued. In 2021, NMBI issued 2,430 decision letters and in 2022, the number increased significantly with 8,881 Decision Letters issued to applicants. Based on previous trends, we expect 80% of these will convert into registration within six months of receipt of the Decision Letter.

Register of Nurses and Midwives by division

In total, there are 107,315 divisional registrations. A nurse or midwife can hold registration in multiple divisions. In other words, 85,086 nurses and midwives hold 107,315 registrations at the division level.

Breakdown of divisional changes in 2022

Division	Total end 2022	Total registrants added	Voluntarily removed	Removed for non-payment	Restored
General Nurses	71,026	4,805	1,324	1,209	367
Midwives	9,816	267	413	297	49
Psychiatric Nurses	9,518	416	233	223	62
Intellectual Disability Nurses	5,318	178	99	87	32
Children's Nurses	5,026	196	122	91	33
Public Health Nurses	2,783	139	60	50	13
Nurse Prescribers	2,125	292	10	11	2
Nurse Tutors	802	45	15	11	2
Advanced Nurse Practitioners	776	157	0	2	0
Midwife Prescribers	74	21	0	0	0
Advanced Midwife Practitioners	28	9	0	0	0
Midwife Tutors	23	2	1	1	0
Grand Total	107,315	6,527	2,277	1,982	560

MyNMBI

MyNMBI is NMBI's online registration system which allows registrants and applicants to log into one portal to have access to all registration services. MyNMBI is used for all interactions with applicants, candidates, graduates and registrants who wish to renew their registration, restore their name to the Register or add an extra division to their registration.

Throughout the year, we continued to work on improvements to the system to ensure that it is as user-friendly as possible for registrants and applicants. MyNMBI was also used to contact all registrants regarding the election of new members to NMBI's Board in Autumn.

New initiatives

State of the Register 2022



In October 2022, we published a new data report, the *State of the Register 2022*, providing a breakdown of the number of nurses and midwives registered in Ireland. The report was compiled on the 1 June 2022 and covers the 12-month period from 1 June 2021 to 31 May 2022. It provides insights into how many nurses and midwives are registered, practising and patient-facing in Ireland, as well as the divisions they are registered in, their age, gender and the counties in which they work.

The data within this report can be used for information, research and evidence-based workforce planning across the Irish healthcare system to healthcare planners, policymakers and providers make informed decisions benefiting the public and the professions.

This publication will now be issued annually and has been made possible by the digitisation of NMBI's Register, including the application and annual renewal processes.

The report can be read in full at www.nmbi.ie.



Pictured (L to R): Sheila McClelland, NMBI CEO; Rachel Kenna, Chief Nursing Officer, Department of Health and Essene Cassidy, NMBI President at the State of the Register 2022 launch.



Pictured: Attendees of the State of the Register 2022 launch.

Humanitarian Practice Permit

In May, the Minister for Health, Stephen Donnelly signed a commencement order to bring Sections 39, 41, 44, 45 and 103 of the Nurses and Midwives Act 2011, as amended, into operation.

As a result, NMBI introduced a process to allow registered nurses and midwives from non-EU states who are visiting Ireland for work purposes, to apply for a permit to practise temporarily in Ireland.

The Humanitarian Practice Permit is valid for up to 30 days and can be applied for in the following circumstances:

- a) Patient transfer (emergency and acute clinical care)
- b) Training that requires the nurse/midwife to be in a clinical area
- c) Accompanying a person for a sporting event
- d) Patient support for short-term respite care.

More information can be found on www.nmbi.ie.

Ongoing supports for applicants

UK exit from EU

In light of the United Kingdom (UK) leaving the European Union (EU), NMBI must now assess applications to join the Register from the UK as non-EU applications. In June, NMBI undertook a review to expedite the processing of UK applications. In July, the MyNMBI online registration system was updated to guide applicants from the UK to the non-EU pathway. Dedicated staff members have been allocated to ensure UK applications are processed as efficiently as possible.

As a result, NMBI received 270 applications from the UK in 2022 and 268 were successfully registered. NMBI continues to work with the Nursing and Midwifery Council (NMC) in the UK to mitigate any delays for applicants where possible.

Ukrainian applicants

To support nurses and midwives who have relocated to Ireland due to the conflict in Ukraine, NMBI has worked with key stakeholders to provide support and access to those affected. Guidance documents have been provided to Ukrainian nurses and midwives who wish to join the Register.

While we are receiving a small number of Ukrainian applications, we continue to support potential applicants through queries, guidance and referrals to the HSE English language support programme.

Support available

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

- For applicants educated in Ireland or registered with NMBI: IEreg@nmbi.ie
- For applicants educated outside Ireland and outside EU: G3reg@nmbi.ie

For applicants educated in the EU: EUREgistration@nmbi.ie



06

Fitness to Practise

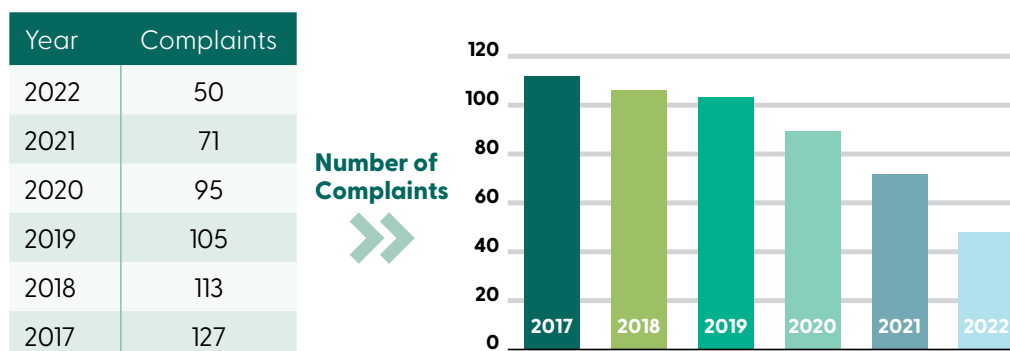
NMBI is legally responsible for considering complaints against nurses and midwives who practise in Ireland. Our Fitness to Practise Department aims to deal with all complaints fully, fairly and in accordance with the legislation which gives us our regulatory powers.

NMBI now carries out its fitness to practise functions under the Nurses and Midwives Act 2011, as amended, as all inquiries under the Nurses Act 1985 (which considered all applications for inquiry received before 2 October 2012) have now been closed out.

The role of the Preliminary Proceedings Committee (PPC) is to give initial consideration to complaints. It can refer complaints to the Fitness to Practise Committee (FTPC), accept an undertaking 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.

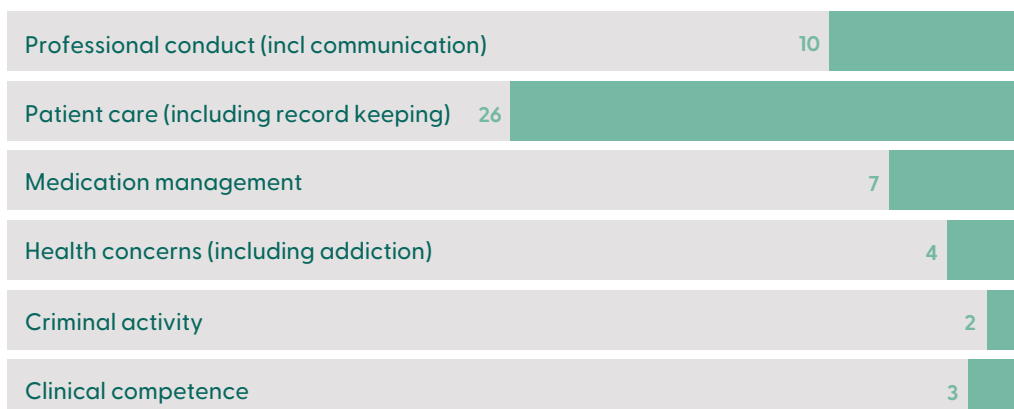
Complaints

In 2022, NMBI received 50 complaints about the fitness to practise of a registered nurse or midwife. The ongoing trend of reduced complaints continued again in 2022 where incoming complaints reduced by 30% compared to 2021.



The subject matter of complaints received continues to cover areas such as patient care, professional conduct, medication management and health concerns (including addiction). This is consistent with the type of complaints received by other professional regulators.

Complaints received in 2022 by complaint type



Preliminary Proceedings Committee

The Preliminary Proceedings Committee (PPC) gives initial consideration to complaints. During the year, the PPC met on nine occasions.

On 1 January 2022, there were 72 outstanding cases for PPC consideration and a further 50 complaints were received during 2022, giving a total of 122 cases for consideration during the year.

By the end of 2022, the PPC had made decisions or recommendations to the Board on 67 of the 122 cases that were before it, with 55 cases still under consideration by end of year.

Preliminary Proceedings Committee (PPC) activity

Item	2022
Meetings	9
Non-prima facie decisions	36
Prima facie decision (referred to inquiry)	29
Undertakings offered by PPC	5
Undertakings accepted by PPC	3
Complaint withdrawals referred to Board	0
Matters deemed frivolous or vexatious (not termed as complaints)	10

Matters deemed frivolous or vexatious under section 55(2B)

In accordance with the amendments to the Nurses and Midwives Act commenced on 1 August 2021, the CEO may deem a matter to be frivolous and/or vexatious under section 55(2B) of the amended Act. These decisions are made in consultation with the Director of Fitness to Practise.

In 2022, 10 matters were closed out as frivolous and/or vexatious and were not progressed. There were three additional complaints received where the nurse or midwife subject to the complaint was not on the Register and as such, no complaints process could legally proceed.

Undertakings accepted by the PPC

The 2021 amendments to the Nurses and Midwives Act also allowed for the PPC to accept undertakings from registrants under section 57A rather than the complaint being progressed to inquiry. This means that the subject of a complaint can admit at the earliest stage that the complaint against them is true and can offer to take corrective action, such as a course of study or training, or consent to censure. The procedures and underpinning principles under which the PPC can accept an undertaking from registrants were approved by the Board in early 2022.

In all circumstances, where an undertaking is accepted by the PPC, the Board will be provided with the details and will be requested to note the undertaking given.

In circumstances where an undertaking includes the registrant consenting to being censured, the Board may decide that it is in the public interest to publish the name of the registrant on the NMBI website along with the administration of the sanction of censure.

The PPC determined that five complaints were to be concluded by means of undertakings in 2022. In December, the Board considered three reports and two further undertaking reports will be presented to the Board in January 2023.

Fitness to Practise Committee

The Fitness to Practise Committee (FTPC) considers complaints that have been referred to inquiry by the PPC. There were 32 members on the Fitness to Practise Committee in 2022 and one vacancy existed throughout the year. Inquiries are normally heard by a subcommittee of the FTPC.

Prior to May 2022, subcommittees of the FTPC considered complaints in groupings of five members consisting of a nurse and a midwife and three lay members. Following the approval of the Fitness to Practise Subcommittee Rules by the Minister of Health on 16 May, inquiry subcommittees were reduced to three members, consisting of a nurse or midwife commensurate with the registrant who is the subject of the complaint and two lay members.

The committee heard 38 inquiries across 70 inquiry days. It also held 10 call-over meetings where preliminary applications were considered in addition to two meetings of the FTPC.

Inquiries

Inquiries under the Act, as amended, 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.

In 2022, a total of 16 inquiries (42%) were held in public, 18 inquiries (47%) were held in private and four inquiries were held partly in public and partly in private (10%).

Breakdown of Fitness to Practise inquiries held in 2022

Inquiries in 2022	
Inquiries that commenced prior to 2022 and which concluded in 2022	7
Inquiries that commenced prior to 2022 to be continued in 2023	2
Inquiries commenced in 2022	29
<i>Inquiries commenced and concluded in 2022</i>	24
<i>Inquires commenced in 2022 to be continued in 2023</i>	5

Findings and sanctions

Of the inquiries that concluded in 2022, findings were made against 19 registrants. Findings can be made on a number of grounds in each case, as set out in the table below.

In nine cases, no findings were made against the registrant. Two cases were dealt with by way of an undertaking pursuant to section 65(1) of the Act.

Grounds proven in 2022

Grounds proven in 2022	
Professional misconduct	15
Poor professional performance	10
Relevant medical disability	3
Non-compliance with a Code of Conduct	16

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

In 19 cases where findings were made and a sanction was applied, the following 17 sanctions were confirmed by the Board by the end of 2022. Two sanctions will go to the Board for consideration in early 2023.

Sanctions applied by the Board in 2022

Sanctions applied in 2022	
Cancellation	5
Suspension and conditions	1
Censure and conditions	4
Conditions	2
Censure	5
Admonishment/advice	0

There were no appeals made against findings or sanctions in 2022.

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 on 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 2022, there were 17 registrants with conditions attached to their names on the Register.

Section 79: Restoration to the Register following cancellation for fitness to practise reasons

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

Alerts

Professional regulators can send alerts to other regulators following decisions to restrict or prohibit the registration of regulated professionals. These alerts communicate information between regulatory authorities about individuals whose right to practise their profession has been permanently or temporarily removed and restricted.

Alerts allow NMBI to check the information against the Register and take necessary action if the alert relates to a nurse or midwife who is on its Register or has an application for registration pending.

Internal Market Information System (IMI) Alerts

IMI alerts are sent and received by professional regulators within the EU, in accordance with EU Directive 2005/36/EC (transposed into Irish law as Statutory Instrument No 8 of 2017).

All professional regulators are required to issue an alert within three days of a professional's registration being cancelled or suspended or if conditions have been attached to a professional's registration as a result of a fitness to practise process.

NMBI received 8,831 alerts through the IMI system in 2022 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.

In 2022, NMBI issued 24 alerts in respect of 20 registrants following the confirmation by the High Court of a sanction imposed following an inquiry or alternatively following a decision of the High Court to temporarily suspend the registration of a nurse or midwife until the conclusion of the fitness to practise process.

Alerts from the Nursing and Midwifery Council (NMC)

Following the withdrawal of the UK from the EU, the UK no longer has access to the IMI alert system. NMBI and the NMC wanted to continue to send alerts due to the significant movement of professionals between Ireland and the UK and to ensure public safety.

As such, NMBI and NMC negotiated a data sharing agreement to allow both regulators to share alerts outside of the IMI alert system.

NMBI received 306 alert emails from the NMC in 2022. Each alert 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.

Three nurses were identified on the NMC's register following receipt of alerts from NMBI and fitness to practise proceedings commenced in all cases. Four persons were identified on NMBI's registration system following receipt of an NMC alert. However, all were either applicants who had not submitted a completed application or those who had previously been registered and were no longer active on the Register and therefore proceedings did not commence.

Other projects in 2022

During 2022, procurement commenced for an emotional support service for registrants and witnesses involved in fitness to practise inquiries. This service aims to provide support for those involved in the legal inquiries during what can be a stressful time. The support service will launch in 2023.

In addition, legal firms were procured to provide advice and act on behalf of the CEO during fitness to practise inquiries.

To contact our Fitness to Practise Department, email ftp@nmbi.ie.

To make a complaint against a registered nurse or midwife, email complaints@nmbi.ie.



07

**Education, Policy
and Standards**

NMBI supports nurses and midwives to provide care by developing up-to-date standards and guidance that they can use in their day-to-day practice. We also have a remit to promote high standards of education for student nurses and midwives, as well as specialist practice education for registrants through recognised programmes and training. This is achieved by setting education standards and requirements for pre- and post-registration programmes.

Education bodies seek programme approval from the Board and, if granted, the programmes are monitored to provide assurance that they continue to comply with standards for the approval period. This work is undertaken with the support of the Education, Training and Standards Committee and the Midwives Committee.

Professional education and standards publications in 2022

On 5 May, to mark International Day of the Midwife, we launched the 2nd edition of *Practice Standards for Midwives*. The updated edition reflects changes in legislation and definitions.



Pictured (left to right): NMBI President, Essene Cassidy, Minister for Health, Stephen Donnelly and NMBI CEO, Sheila McClelland at the launch of the 2022 updated Practice Standards for Midwives in Dublin.

In March, following Board approval, we published the first policy outlining the approval and monitoring processes for education programmes. The *Policy for Programme Approval and Monitoring Processes* has assisted us to streamline both programme and site inspection procedures to provide greater transparency of the process for the public. The document is available to all programme providers on the website.

The *Nurse Registration Programmes Standards and Requirements* was also updated to provide clearer indicators in the approval requirements for undergraduate nursing programmes. Section 3, *Requirements for the Approval of Education Bodies, Associated Health Care Providers and Educational Programmes Leading to Registration* was launched in March. The full revised standards and requirements will be published in 2023.

Nurses who have not practised in over five years are recommended to undertake a programme to update their knowledge, skills and competence. Following a review of the evidence and consulting with stakeholders, the *Return to Nursing Practice Programmes Standards and Requirements* was updated. The standards and requirements, alongside a *Return to Nursing Practice Programme Domains of Competence Assessment Tool* were approved by the Board of NMBI and launched in April.

In addition, we developed and published *Guidelines on Ethical Standards and Behaviours for Student Nurses and Student Midwives*. The document provides information on applying to the Candidate Register, the ethical standards and behaviour expected of student nurses and midwives, and links to additional important guidance documents to support students.

Based on an analysis of trends from site inspection reports, we found that the most frequent condition attached to reports related to quality of the learning outcomes for students on practice placement. To support healthcare provider staff to engage in writing learning outcomes in a clear constructive way, we developed a short explanatory guide. *A Guide to Writing Learning Outcomes for Practice Placements* was published in November and circulated with education bodies.

Site inspections of education bodies and associated health care providers

NMBI is required to monitor compliance with nursing and midwifery education and training standards on a five-yearly cycle. Site inspections of education bodies and associated health care providers are conducted to monitor ongoing compliance with standards of nursing and midwifery education and practice to ensure that statutory and regulatory requirements of NMBI are met.

A site inspection typically involves:

- Meeting education body and faculty officers, students, lecturers, technical, administrative and clinical staff.
- Reviewing course documents, policies and reports.
- Visiting a sample of clinical sites in acute and community settings, as well as teaching and learning resource facilities such as libraries, IT classrooms and clinical skills simulation centres.

Further details are outlined in the table below.

Site inspections conducted in 2022

Dates	Education body	Inspection type	Programmes leading to registration
16-17 February	Dublin City University	Clinical inspection completed (delayed by Covid-19) Academic inspection conducted Dec 2020	<ul style="list-style-type: none"> General Nursing Mental Health Nursing Children's and General Nursing Intellectual Disability Nursing
23 February	Dundalk Institute of Technology	Clinical inspection completed (delayed by Covid-19) Academic inspection conducted May 2021	<ul style="list-style-type: none"> General Nursing Mental Health Nursing Midwifery
28-31 March	Letterkenny Institute of Technology (now Atlantic Technological University, Donegal)*	Full inspection	<ul style="list-style-type: none"> General Nursing Mental Health Nursing Intellectual Disability Nursing
28-29 April, 4-5 May	University College Cork	Full inspection	<ul style="list-style-type: none"> General Nursing Mental Health Nursing Children's and General Nursing Intellectual Disability Nursing Midwifery Post-graduate Certificate/Diploma/Masters
11-12 October, 13-14 October, 14 November	Trinity College Dublin	Full inspection	<ul style="list-style-type: none"> General Nursing Mental Health Nursing Children's and General Nursing Intellectual Disability Nursing Midwifery Post-graduate Certificate/Diploma/Masters
29-30 November, 1-2 December	Technological University of the Shannon, Athlone*	Full inspection	General Nursing Mental Health Nursing

*The inspections of Atlantic Technological University, Donegal and Technological University of the Shannon, Athlone were run in conjunction with the QQI quality review process.

Hibernia College practice placement sites review

Hibernia College began delivering a Bachelor of Science (BSc) in Nursing (General Nursing) in 2022. Prior to their students commencing placement, NMBI conducted a review of the practice placement sites. In June, the following sites were reviewed:

- Blackrock Health, Blackrock Clinic, Dublin
- Blackrock Health, Galway Clinic, Galway
- Blackrock Health, Hermitage Clinic, Dublin
- Mater Private Hospital, Dublin
- Bon Secours Hospital, Galway.

A hybrid approach was used in the review which included a mix of virtual and onsite inspections. Members of the Hibernia team and key members of clinical staff were present for the review.

The Review of Practice Placements Report was issued to Hibernia in July.

Site inspection reports

As stated in the Nurses and Midwives Act, as amended, 2011 in Section 85 (2):

(2) The Board shall, in relation to programmes of pre first time registration, post-registration leading to registration or annotation and specialist nursing and midwifery education and training—

(h) publish in the prescribed manner details of all inspections carried out under this subsection.

Following the publication of the updated Section 3 requirements for nursing and midwifery programmes leading to registration, we worked with the education bodies to develop an agreed format for site inspection reports. The final reports were published on the NMBI website in August.

Site inspections reports from 2021 that were approved by the Board in early 2022 included the following education bodies:

- Dundalk Institute of Technology
- Munster Technological University
- National University of Ireland, Galway



Education bodies that were inspected and approved by the Board in 2022 included:

- Letterkenny Institute of Technology
- University College Cork



These reports were published on our website in November. All inspection reports and their updated monitoring reports will be available on our website, www.nmbi.ie, going forward.

Introduction of a post-graduate site inspection team

In 2022, we introduced a new process to include inspection and reapproval of post-registration programmes leading to additional registrations, such as Advanced Practice and Prescribing, and specialist practice programmes. This has led to a more robust academic and practice review of the programmes by experts. The new system was trialled with University College Cork (UCC), introducing a post-graduate inspection team and a set of programme requirements. These were evaluated and improvements made for use by the next post-graduate inspection team in Trinity College Dublin. As a result, there was a noticeable reduction in reapprovals for review by the Education, Training and Standards Committee and the Board, giving more time to focus on newly developed programmes.

Post-registration courses

A registered nurse or midwife may wish to pursue further education. Many such opportunities are available and NMBI approves post-registration education courses for nurses and midwives across three categories.

In 2022, these included 1,058 short duration Category 1 courses, 57 specialist programme Category 2 courses and one course leading to registration in an additional division of the Register.

Post-registration Category 1 courses

Post-registration Category 1 courses are short programmes (less than 35 hours). They are considered central to the continued development and maintenance of knowledge, skills and competencies for nursing and midwifery practice within a rapidly changing healthcare environment. In 2022, NMBI approved 1,058 Category 1 courses, assigning hours of Continuing Education Units (CEUs) across a number of categories as set out below. Category 1 courses are approved for a period for two years.

Post-registration Category 1 courses

Category	Total
Conferences	210
Online courses	169
Seminars	47
Short continuing professional development (CPD) programmes	181
Study days	318
Symposiums	9
Webinars	35
Short education meetings	89

Post-registration Category 2 courses (specialist programmes)

Category 2 courses are specialist education courses for nurses and midwives which support practice development and service need. These courses must satisfy the criteria set out in NMBI's *Standards and Requirements for Post-Registration Nursing and Midwifery Education Programmes – Incorporating the National Framework of Qualifications (First Edition)*.

Eleven education bodies submitted a variety of programmes from single modules through to Master's degree awards that support specialist areas of practise within a flexible education framework. In 2022, we reviewed and approved 53 programmes, a number of these were reapproved following a review. These are approved for a period five years.

Post-registration Category 2 Programmes

Education body	Board approved programme
Dublin City University	Stand Alone Module – Person Centred Dementia Champions
Dundalk Institute of Technology	MSc in Professional Practice: Professional Management of Complex Behaviour in Clinical Practice Post-graduate Diploma in Professional Practice: Professional Management of Complex Behaviour in Clinical Practice Certificate in Emergency Nursing Certificate in Professional Practice: Professional Management of Complex Behaviour in Clinical Practice Special Purpose Award – Certificate in Advanced Comprehensive Health Assessment Special Purpose Award – Certificate in Contemporary Palliative Care Practice

continued

Education body	Board approved programme
University of Limerick	MSc in Infection Prevention and Control Leadership Post-graduate Diploma in Infection Prevention and Control Leadership MSc in Nursing (Dementia Care) Post-graduate Diploma in Nursing (Dementia Care) MSc in Nursing (Palliative Care) Post-graduate Diploma in Nursing (Palliative Care) MSc in Nursing (Perioperative Care) Post-graduate Diploma in Nursing (Perioperative Care) MSc in Nursing (Psychosocial Interventions in Mental Health Care) Post-graduate Diploma in Nursing (Psychosocial Interventions in Mental Health Care) MSc in Professional Nursing Post-graduate Diploma in Professional Nursing Post-graduate Certificate in Professional Nursing MSc in Nursing (Respiratory Care) Post-graduate Diploma in Nursing (Respiratory Care)
University of Galway	MSc in Occupational and Environmental Health and Safety Post-graduate Diploma in Occupational and Environmental Health and Safety Stand Alone Module – Community Oncology Programme
Trinity College Dublin	MSc in Nursing Post-graduate Diploma in Nursing Certificate in Nursing MSc in Nursing Child Health and Wellbeing Post-graduate Diploma in Nursing Child Health and Wellbeing Certificate in Nursing Child Health and Wellbeing Post-graduate Certificate in Quantitative Methods and Data Analysis for Healthcare MSc in Midwifery Practice and Leadership Post-graduate Diploma in Midwifery Practice and Leadership
Royal College of Surgeons in Ireland	MSc in Occupational Health Post-graduate Diploma in Occupational Health Post-graduate Certificate in Occupational Health Professional Certificate in Musculoskeletal Casting and Splinting MSc in Nursing (Advanced Leadership) Post-graduate Diploma in Nursing (Advanced Leadership) Post-graduate Certificate in Nursing (Advanced Leadership)

continued

Education body	Board approved programme
Atlantic Technological University Galway/Mayo	MSc in Nursing in Applied Cardiac Catheterisation Post-graduate Diploma in Nursing in Applied Cardiac Catheterisation MSc in Professional Nursing Post-graduate Diploma in Professional Nursing Post-graduate Certificate in Professional Nursing
Atlantic Technological University Sligo	MSc in Applied Health and Wellness Coaching Post-graduate Diploma in Applied Health and Wellness Coaching Post-graduate Certificate in Applied Health and Wellness Coaching
Munster Technological University	Certificate in Inflammatory Bowel Disease
University College Cork	Special Purpose Award – Effective Communication in Healthcare Special Purpose Award – Transitioning into the Role of the Clinical Nurse/Midwife Manager
University College Dublin	Graduate Diploma in Primary Care Nursing Practice

Post-registration courses leading to additional registration

Successful completion of these courses entitles a nurse or midwife to registration in an additional division of the Register. In 2022, approval was granted by the Board for one programme leading to additional registration.

Education Body	Course title
University of Limerick	Certificate in Nurse/Midwife Prescribing

Category 2 equivalence and verification

NMBI is also required under Section 85(6) of the Nursing and Midwifery Act 2011, as amended, to recognise post-registration nursing qualifications achieved in another country to ensure they are equivalent to an NMBI-approved Category 2 course. The Education, Standards and Policy Department reviewed 27 post-registration nursing qualifications acquired by nurses and midwives outside the Republic of Ireland in specialist practice in 2022.

The Education, Standards and Policy Department also reviewed applications from nurses who obtained a specialist qualification in Ireland. This assesses whether the qualification met the criteria for equivalence to the agreed national policies, for example, whether the qualification directly related to the area of speciality/practice of a registered nurse or a midwife.

In total, 222 were received and of these, 170 applications met the required criteria, as set out below.

Jurisdiction	Total applications reviewed	Approved as equivalent
Overseas	27	18
Ireland	195	152
Total	222	170

Review of compensation measures leading to registration

Adaptation and assessment programme providers – revalidation

The adaptation and assessment programme is a clinically-based practice programme that can be undertaken by overseas nurses and midwives as a compensation measure which can lead to registration in Ireland. NMBI approves the adaptation and assessment sites. As part of a new revalidation process, the Education, Standards and Policy Department received 34 provider site applications from around the country in 2022. NMBI reviewed and recommended 12 applications to the Registration Committee, with all 12 approved by the committee in Q4 2022. The remaining applications received will be brought to the committee in March 2023.

This pathway will operate for potential new provider sites on an ongoing basis to support nurses and midwives to join the Register.

Aptitude test review

The aptitude test is one of the options available to overseas applicants who wish to complete a compensation measure to gain registration in Ireland. As a cross-departmental initiative, the Director of Education, Policy and Standards and Director of Registration, alongside a Professional Officer attended the aptitude test centre, run by the Royal College of Surgeons Ireland's (RCSI) Faculty of Nursing in April 2022. Following an initial desk-based review of the test structures and content, the facilities were reviewed. This review looked at how the multiple-choice questions (MCQ) theory test is conducted. The practical objective structured clinical examinations (OSCEs) were also observed. NMBI was impressed with both the setup and rigour of the tests of competence as well as the quality assurance systems in place. We were satisfied with compliance to NMBI standards and continue to work with the RCSI as an NMBI approved aptitude test centre.

An application form was developed and made available on our website in September for new provider sites who wish to become an aptitude test centre provider for NMBI-required compensation measures leading to registration.

Careers Centre

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

- those who are interested in becoming a nurse or midwife, such as Leaving Certificate students, post-Leaving Certificate students and mature applicants
- registered nurses or registered midwives who are considering future career pathways that exist within the professions, and
- 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.

Careers information is provided through the publication of our *Nursing and Midwifery, A Career for You* booklet which is updated on an annual basis. We also provide information on a dedicated Careers section of our website.

Furthermore, in partnership with our contracted suppliers AON Ireland, we delivered the assessment testing for mature applicants applying to nursing and midwifery undergraduate programmes through the Central Applications Office (CAO). Registration for the test opened in April and the test was available to complete in May. The results were quality assured and provided to the CAO in June. 1,042 candidates completed at least one assessment, with 704 candidates achieving the benchmark passing score.

In 2022, figures show that there were 16,100 applications to the CAO, with 2,055 acceptances to nursing and midwifery undergraduate education programmes.

Programme	Applications					Offers					Acceptances				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
General nursing	7011	6643	6978	7771	6071	1318	1316	1374	1517	1622	975	983	1051	1098	1086
Psychiatric nursing	4093	3741	3746	4524	3632	661	696	650	751	729	437	451	463	485	451
Intellectual disability nursing	2127	1843	1893	2141	1798	365	364	335	400	401	224	215	223	257	219
Children's and general nursing	2315	2142	2444	2727	2128	171	188	176	158	175	140	130	133	131	130
Midwifery	2866	2784	3209	3511	2471	237	254	238	235	271	153	170	174	153	169

In September, we attended the annual Irish Times [Higher Options](#) fair with the aim of inspiring Ireland's next generation of nurses and midwives. The purpose of this event is to provide second level students with information on higher-level education courses. Members of the Education, Policy and Standards Department attended the three-day event and led a panel discussion promoting the nursing and midwifery professions. The popularity of these panel discussions resulted in the Irish Times conducting an interview with our Professional Officer, Mary Devane, in relation to the professions of nursing and midwifery.



NMBI staff attending The Irish Times Higher Options Fair.

We also attended and spoke at the Pathways Colleges and Careers Conference in Galway in November. Over 1,000 second-level students attended this event and we provided information on careers in nursing and midwifery.

Research projects and ongoing development of standards and requirements

Review of Undergraduate Nursing and Midwifery Education – RUN ME Research Project



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



UCD School of
Nursing, Midwifery
and Health Systems



THE UNIVERSITY OF
NOTRE DAME
AUSTRALIA



Saint John of God Community Services CLG

North East Services

Hospitality Respect Justice Compassion Excellence



TUS
Technological University of the Shannon:
Midlands Midwest
Ollscoil Teicneolaíochta na Sionainne:
Lár Tíre Iarthar Láir



Ollscoil
Teicneolaíochta
an Atlantaigh
Atlantic
Technological
University

In July, we established a research team to review the undergraduate curriculum that leads to registration as a nurse or midwife in Ireland. The Review of Undergraduate Nursing and Midwifery Education (RUN ME) research team is comprised of several national and international experts in nursing and midwifery education. It aims to find out what is working well and what could be improved on in education programmes for nurses and midwives over the next 10 years.

To inform this, a feedback survey was developed to ask recent graduates about their experiences of the education system. The survey went live in October and will remain open until March 2023. The research group met with the research expert advisory group members in November to review the approach and provide updates on the wider research plan. The report findings are due in mid-2023.

Standards and requirements for public health nurse education programmes

In September, we set up a working group to review and update the 2005 version of the *Public Health Nursing Education Programme Standards and Requirements*. The review aims to ensure that standards and requirements for the programme continue to align with national and international evidence-based practice, changing population health requirements and European legislation. An expert working group was set up with representation from the Chief Nurses Office, Office of the Nursing and Midwifery Services Director, Directors of Public Health Nursing, practice development, education bodies and representative bodies. Recent graduates were also invited to complete a survey to capture their opinions of the current education programme.

The working group met several times in 2022 and NMBI hosted a workshop day in December. The aim is to bring the updated standards and requirements for review to the Education, Training and Standards Committee and for approval by the Board in 2023.

Digital health competencies for undergraduate programmes

A national expert working group was formed to produce standards and requirements for digital health competency in undergraduate nursing and midwifery programme. These will be the first standards for education of their kind in Ireland. They will be incorporated into nursing and midwifery education programmes which lead to registration to ensure nurses and midwives learn about digital tools as part of their education. An expert advisory group was convened in November with the aim of completing the work and submitting it for review to the Education, Training and Standards Committee and for approval to the Board in 2023.

Nurses undertaking practical aspects of DXA (Dual-energy X-ray Absorptiometry) scanning

NMBI is the competent authority to regulate nursing practice in the area of radiation safety and protection. With recent legislative changes allowing nurses to undertake practical aspects of dual-energy X-ray Absorptiometry (DXA) imaging, 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 standards and requirements were developed to ensure a standardised approach to DXA education programmes and to ensure that nurses are competent to administer a DXA scan to adult service users in a healthcare setting, following completion of the education programme. The document was approved by the Board in December and will be published in early 2023.

Midwife Registration Education Post-Registered General Nurse (RGN) Programme Standards and Requirements

During the year, we commenced work to revise the *Midwife Registration Education Post-Registered General Nurse (RGN) Programme Standards and Requirements*. This will be considered by the Board in 2023.

Scope of Midwifery Practice review

Following a request from the CEO to the Midwives Committee regarding scope of practice for a registrant who is on the midwifery division of the Register, an independent review of the literature relating to the subject was undertaken by UCD. The review found that single division entry to midwifery is still relatively new in Ireland and there was an invisibility of the single division midwifery registrants. The recommendation by the research team at UCD is that further research in the Irish context is necessary. This will be considered by the Board in 2023.

Monitoring the Maintenance of Professional Competence

The Nurses and Midwives Act 2011, as amended, outlines the requirement for ‘a registered nurse and a registered midwife to maintain professional competence on an ongoing basis’. The legislation obligates NMBI ‘to develop, establish and operate one or more than one professional competence scheme for the purposes of monitoring the maintenance of professional competence by registered nurses and registered midwives’.

As part of initial consultations on a proposed scheme, we undertook research, including a needs analysis, benchmarking against other jurisdictions and gathering qualitative evidence on high-level options for a scheme.

As British Columbia has a similar size and complexity to the nursing and midwifery population of Ireland, we collaborated with the British Columbia College of Nurses to understand their model of quality assurance which has been developed over several years.

During 2022, we further developed the Monitoring the Maintenance of Professional Competence with a ‘proof of concept’ project and engaged with stakeholders to examine the suitability of a proposed mechanism to assess the maintenance of competence of the nursing and midwifery sector in Ireland. We also identified aspects of the scheme which may need to be amended and further tested prior to its introduction. This has identified a suitable registrant-focused format to gain an understanding of the registrant’s competence and how they have invested in it.

Throughout this process, we engaged with a large cohort of stakeholders including our registrants, representative bodies, the RCSI, prison workers, researchers, the nursing home sector, HSE management and academia.

The proof-of-concept work developed key recommendations which will now be considered as part of the next stage of the project commencing in 2023. This stage will consider a regulatory framework that offers NMBI, the public, registrants and the healthcare system the proportionate level of assurance that registrants are maintaining their competence in the healthcare setting.

Graduate Entry Nursing (GEN) programme

The Department of Health's *Report of the Expert Review Body on Nursing and Midwifery (2022)* recommended that NMBI develop flexible modes of entry into general nursing to include recognition of prior learning (RPL) and a graduate entry programme. As such, we commenced the development of the standards for the GEN programme.

The GEN programme aims to ensure that entry pathways to nursing in Ireland will align with comparable international entry pathways to the nursing profession. It may provide additional registered nurses in Ireland and attract a new cohort of nurses with a depth and breadth of prior personal and professional knowledge and experience.

We used a multipronged approach to commence the development of the standards and requirements for a GEN programme, including an initial meeting and survey with experts in the field to gain a broad understanding of the educational and healthcare nursing needs. The results from these engagements provided a basis for the desktop review to explore recognition of prior learning in greater detail.

In June, we met with the Heads of School and Heads of Department from the education bodies that provide nursing education programmes. We shared a consultation feedback survey with these education bodies and Group Directors of Nursing and Midwifery to capture their feedback.

We undertook extensive desktop research in relation to national graduate entry programmes (in medicine and physiotherapy) and international examples of nursing graduate entry programmes from the UK and USA.

A draft version of the standards and requirements for the GEN programme was issued to key stakeholders in August, along with a revised survey to capture additional feedback from multiple stakeholders, including education bodies, Irish universities associations, the Technological Higher Education Association, Group Directors of Nursing, the Department of Health, the Office of Nursing and Midwifery Services Director and representative bodies. Separate clinical and academic focus group sessions were held in August.

We continue to discuss the standards with relevant stakeholders with the aim of bringing draft standards and requirements for approval to the Board in 2023.

Stakeholder queries

There were three guidance communication pathways available for stakeholders and registrants to the Education, Policy and Standards Department. Guidance was provided to stakeholders on receipt of queries through a number of email addresses:

- Professional advice via professionalguidance@nmbi.ie
- Education advice via education@nmbi.ie
- Careers advice via careers@nmbi.ie.

Based on an analysis of the nature, volume and duplication of queries, we combined professional and education emails to simplify the process. The new email, educationandguidance@nmbi.ie is operational since October and an evaluation of the change will be conducted in 2023.

Over 100 queries relating to midwifery professional issues or requests for career advice were received and responded to through our midwifery@nmbi.ie email address over the year.



08

**Chief Executive's
Office and
Operations**

Human Resources

During 2022, the focus of human resources (HR) in NMBI was to continue building capacity and capability within the organisation through workforce review and planning, talent acquisition, staff development and wellbeing, and ensuring robust policies and processes are in place.

With the support of the Department of Health, NMBI's sanctioned staffing level increased to 68.6 whole-time equivalents at the end of 2022. 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.

We held a number of recruitment competitions in 2022. This focused on adding to the Registration Department to enhance service delivery and respond to the increased number of registration applications. Recruitment activity also added to the Operations Team to support the continued focus on ensuring service delivery to both our internal and external stakeholders in the areas of IT, Finance, Communications, Data Protection and Freedom of Information. In total, 17 staff roles were filled in 2022. Separately, there were six agency appointments in 2022.

We continued to place an emphasis on our people in strengthening a supportive, progressive and inclusive culture, and ensuring opportunities were provided to grow, develop and progress within the organisation. We also continued to support staff in their development and training with several initiatives facilitated throughout the year. This included continuing professional development initiatives and supporting formal education programmes for staff in areas such as communication, managing people, business analytics, governance, employment law and decision-making.

In October 2022, we rolled out Nulia Works in association with Microsoft Office 365 to staff after extensive testing of the system. Nulia Works is an innovative platform for driving skills development in the areas of Excel, Word, PowerPoint, Teams and more. We also ran a core competency skills programme for managers across the organisation.

Initiatives to support a positive culture of health and wellbeing were also delivered in 2022. We promoted the Employee Assistance Programme (EAP) scheme for staff and ran a number of wellbeing webinars, including on topics such as nutrition, stress management, supporting colleagues and anxiety. We also informed and offered the flu vaccine to all staff.

Communications

During 2022, our Communications Department focused on widening and expanding engagement with stakeholders across a number of key areas such as public affairs, website management, publication and presentation support, internal communications, events and social media management.

The department engages with public representatives such as TDs and Senators on a regular basis to answer queries. During the year, we responded to 202 queries from members of the Oireachtas, 44 Parliamentary Questions (PQs) and 315 ministerial representations (MRs).

During the year, we supported key activities such as the 2022 annual renewal of registration, launch of the first State of the Register report, regular fitness to practise queries and commencement of the 2023 annual renewal of registration.

We supported other NMBI departments to coordinate, update, design and publish 59 guidance documents and material throughout the year.

In 2022, we published 11 eZines which were emailed to our registrants and subscribers.

The department provided planning and support for a number of events, including the Summer Series which took place around the country, as well as the National Student Midwife Debate.

A cross-departmental internal communications group was established in 2022 to support embedding internal communications in the organisation. Led by the Communications Department, the group supports staff engagement through regular communication, and establishing an internal newsletter, OurNMBI. By the end of the year, we published three issues of the staff newsletter.

In 2022, we established a social media presence and set up a Twitter account, [@NMBI_ie](#). Twitter and LinkedIn have been used to engage with stakeholders and keep them up to date on our work.

The Communications Department is responsible for the management of the NMBI website. During 2022, the Communications Department published 76 news stories on [www.nmbi.ie](#). More than 554,000 users visited the NMBI website, with 2.5 million page views. Traffic to the website increased during the 2022 annual renewal process, with January the busiest month of the year. Registration and Standards and Guidance were the highest viewed sections of the website.

Data Protection and Freedom of Information

Data Protection

In 2022, there were no reportable breaches to the Office of the Data Protection Commissioner (ODPC). There were seven subject access requests and one 'right to be forgotten' request. All were fulfilled completely and closed in line with the timelines.

A gap analysis has been conducted and, once actions have been agreed, a plan will be implemented in 2023 to build on the current system of data privacy in NMBI.

Freedom of Information

NMBI is a prescribed organisation under the Freedom of Information Act 2014. In 2022 the organisation remained compliant with the legislation by responding in a timely fashion to assist requesters and reporting on our engagement with the legislation. Ten freedom of information requests were received and processed; none were appealed to the Information Commissioner. Four requests were made for personal data and six for non-personal data.

Facilities

NMBI has a Facilities Officer in place to manage its facilities. Several key initiatives and improvements were completed during 2022, including improvements and upgrades to the existing facilities and necessary repair works. We carried out maintenance to ensure NMBI is meeting the PAS 2080 standards which specifies the management of carbon in building and infrastructure to meet World Trade Organization requirements.

IT

In 2022, our IT Team provided significant support across NMBI. This included collaborating with the Registration Department on the MyNMBI platform for registrants and applicants and implementing a new fitness to practise case management solution.

We conducted a review of security during the year and performed a phishing simulation attack in the middle of 2022 to further improve our security solutions. We have secured cloud-based solutions and continue to implement a new remote connectivity solution. We provided day-to-day assistance with IT queries and support requests, including putting supports in place for staff to ensure they can work remotely.

Finance

The Finance Department continued to manage the Board's financial resources in line with all legislative and governance requirements, applying best practice 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 Board's financial resources were monitored through the processes of budgeting, monthly management accounts and ongoing forecasting, with regular reports provided to senior management, the Audit and Risk Committee, the Business, Strategy and Finance Committee and the Board.

NMBI's financial accounts will be audited later in 2023. This is a preliminary Financial Note.

Financial note

NMBI generated a total income in 2022 of €11.8m. This income (unaudited) was derived from the Annual Retention Fee (€7.6m); registration fees (€3.5m) and other fees/income (€650k). An annual fee of €100 is charged to each registrant for the retention of their name on the Register. In 2022, approximately 82,500 fee notices were sent to nurses and midwives.

Registration fees are mainly made up of applications to join the Register. Of the total of €3.5m, overseas applications accounted for €3.1m. The other figures included restorations to the Register by registrants who were previously removed from the Register and other services provided to registrants.

Key areas of expenditure related to the statutory functions as set out in the Nurses and Midwives Act 2011 (as amended), including the management of complaints,

maintenance of the Register and approval and review of programmes of education and training.

Other expenditure related to staff salaries, professional fees, accommodation costs, and ICT and related technical support. Third-party support contracts were managed to ensure value for money and service delivery targets were met. Total expenditure (unaudited) in 2022 was €10.7m.

The Board can confirm that all appropriate procedures for financial reporting, internal audit and asset disposals were adhered to. Furthermore, the Board can confirm that it adhered to the Public Spending Code and the government travel policy requirements. The Board has included a Statement on the System of Internal Control in the format set out in the 2016 Code of Practice for the Governance of State Bodies in the unaudited Financial Statements for 2022.

The Board approved the draft unaudited Financial Statements and agreed that they are a true and fair view of the Board's financial performance and position at year end. The unaudited Annual Financial Statements for 2022 will be 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 Financial Statements will, within three months after the Comptroller and Auditor General issues the audit certificate, be published in the prescribed manner on NMBI's website and laid before each House of the Oireachtas.

Procurement

We managed 21 procurement activities for the organisation throughout the year. Contracts awarded in 2022 included data protection services, legal services, web hosting and education assessors. A new procurement plan and policy was drafted and approved, with the inclusion of a contract renewal policy.

Governance

NMBI is governed by a non-executive, lay majority board comprising of 23 members, 12 of whom have never been registered as a nurse or as a midwife. Of the remaining 11 members, eight are registered nurses and midwives elected by the professions. An election was held in 2022 to fill five of these elected positions. In addition, one member resigned from the Board in 2022 and the terms of office of a further seven members came to an end in December. Seven appointments and one re-appointment took place in early 2023 to fill these positions.

The Board continued to meet regularly in 2022. Most meetings facilitated remote or in-person attendance however, two in-person only meetings were held and incorporated working sessions on the Statement of Strategy and the Board's end-of-year self-reflection session.

Following an external review of committees undertaken in 2020, a suite of administrative changes to all committees were approved by the Board in 2021. In 2022, the Board approved updated terms of reference for each committee following recommendations. The terms of reference are available on our website, www.nmbi.ie.

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 of NMBI has ultimate responsibility for risk management and approves the risk management policy, risk appetite and business continuity plan.

NMBI has a risk appetite statement and a risk management strategy in place. 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.

Risk is part of the business planning process at NMBI and business plans are aligned to the risk register.

The background features several overlapping circles in various shades of green, ranging from light mint to dark forest green. The circles are semi-transparent, creating a layered effect. One large circle is in the top right, another is in the middle left, and a smaller one is in the bottom right. The word "Appendices" is positioned in the lower right area, partially overlapping the circles.

Appendices

Appendix 1: Members of the NMBI Board 2022

The Board of NMBI is made up of 23 members set out as follows in the Act (Section 22 (1)(a)):

1. 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.
2. One Director of Nursing or Director of Midwifery.
3. Eight registered nurses or registered midwives elected by registered nurses and registered midwives.
4. Six 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 appointed by the Minister for Education and Skills.
5. One person who is experienced in the provision of health or personal social care in the voluntary sector.
6. 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.

NMBI's Board members for 2022 are set out on the following pages. The terms of office of 12 members ended on 5 December 2022, new appointees and elected members will take up office in January 2023.

For details on the Board meeting schedule and attendance during 2022, please refer to Appendix 2.



Essene Cassidy
President



Louise Kavanagh McBride
Vice President



Mark Blake-Knox



Joseph Shalbin



Anne Marie Duffy



Catherine Cocoman



Michael Rigby



Conan McKenna



Mary Gorman



Aine Lynch



Liam Hamill



Cyril Sullivan



John Horan



Anne Horgan



Don Faller



Eileen Kelly



Denise Lawler



Marian Vaughan



Richard Bruton



Thomas Glynn



Louise Collins



Denis Murphy



Colm O'Herlihy

Appendix 2: NMBI Board meetings 2022

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 scheduled meetings without the Board granting leave may be required to cease office (Paragraph 2.5 of the Board's Standing Orders). A member of the Board who does not attend a meeting of the Board for a consecutive period of six months ceases to hold office at the end of that period unless the member demonstrates to the Minister's satisfaction that the failure to attend was due to illness (Section 27(3) of the Nurses and Midwives Act 2011, as amended).

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), meetings to consider making an application to the High Court under section 58 of the 2011 Act to immediately suspend a registrant in order to protect the public and until the fitness to practise process has concluded, and special Board meetings are shown separately.

In 2022, a total of 25 Board meetings were held. These were broken down as follows:

- 13 scheduled meetings – all members are required to attend
- Five Section 58 meetings – members of the PPC should not attend unless required for a quorum.
- Four NPF meetings – members of the PPC do not attend.
- Three special meetings – convened to deal with miscellaneous matters.

Unless otherwise stated, all members were eligible to attend all 13 scheduled meetings.

Board member	Total number of Board meetings attended	Scheduled meetings attended	Section 58/ NPF/ Special meetings attended
Aine Lynch ¹	10	9	1
Anne Horgan ¹	9	8	1
Anne Marie Duffy	22	12	10
Catherine Cocoman	15	9	6
Colm O'Herlihy	14	10	4
Conan McKenna	22	13	9
Denis Murphy ¹	16	12	4
Denise Lawler	4	2	2
Eileen Kelly	14	11	3
Essene Cassidy	23	12	11
John Horan	21	12	9
Joseph Shalbin	16	13	3
Liam Hamill	5	4	1

Board member	Total number of Board meetings attended	Scheduled meetings attended	Section 58/ NPF/ Special meetings attended
Louise Collins	19	9	10
Louise Kavanagh McBride ²	11	10	1
Marian Vaughan	15	12	3
Mark Blake Knox	16	8	8
Mary Gorman ¹	10	8	2
Michael Rigby	20	12	8
Richard Bruton ³	18	12	6
Thomas Glynn ⁴	15	8	7
Don Faller ³	8	5	3

¹ Denis Murphy, Anne Horgan, Aine Lynch and Mary Gorman are members of the PPC. Unless required for a quorum, they should not attend meetings convened to consider section 58 cases or special board meetings convened to consider no *prima facie* recommendations from the PPC.

² Louise Kavanagh McBride was on certified sick leave until March 2022.

³ Don Faller and Richard Bruton were appointed to the Board on 21 February 2022.

⁴ Thomas Glynn was appointed to the Board on 4 February 2022.

Cyril Sullivan resigned from the Board at the beginning of 2022. His resignation became effective from 25 January 2022.

Appendix 3: Committee members and meetings 2022

Business, Strategy and Finance Committee

There were seven meetings of the Business, Strategy and Finance Committee in 2022.

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

Chairperson: Conan McKenna

Member	Number of meetings
Essene Cassidy	7
Denis Murphy	7
Conan McKenna	7
Louise Collins	7
Louise Kavanagh McBride ¹	2
Richard Bruton ²	3

¹ Louise Kavanagh McBride was on certified sick leave until March 2022

² Richard Bruton was appointed to the committee on 7 July 2022

Audit and Risk Committee

There were four meetings of the Audit and Risk Committee in 2022.

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

Chairperson: Cyril Sullivan

Member	Total number of meetings attended
Non-board members	
Liam Hannaway	3
Chris McCann	3
Philip Brady	4
Board members	
Mark Blake-Knox ¹	1
John Horan ²	4
Áine Lynch ³	3

¹ Mark Blake Knox - last meeting 21 March 2022

² John Horan - first meeting 21 March 2022

³ Áine Lynch - first meeting 8 June 2022

Midwives Committee

There were four meetings of the Midwives Committee in 2022.

Committee structure: 10 members (three Board members and seven non-Board members)

Chairperson: Denise Lawlor

Member	Number of meetings attended
Board members	
Denise Lawlor	4
Joseph Shalbin	3
Mary Gorman	3
Non-board members	
Hope Davidson	2
Nicola Maher	3
Elaine Finucane	3
Lorraine Mulligan	4
Karen Harmon	3
Mary Rowland	4
Maeve Boyle ¹	2

¹ Maeve Boyle joined the committee in May 2022

Registration Committee

There were five meetings of the Registration Committee in 2022.

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

Chairperson: Liam Hamill

Member	Number of meetings attended
Board members	
Liam Hamill	4
John Horan	4
Louise Collins	4
Thomas Glynn ¹	2
Joseph Shalbin Kallarakkal	4
Non-board members	
Catrina Heffernan	3
Karen Clarke	3
Mark Jordan	2
Marie Kehoe	2

¹ Thomas Glynn was appointed on 24 May 2022

Fitness to Practise Committee

There were 701 inquiry days, 10 call-over days and two meetings of the Fitness to Practise Committee in 2022.

Committee structure: 32 members (11 Board members and 22 non-Board members)

Chairperson: Eileen Kelly

Member	Inquiry days	Call-over days	FTPC meetings
	70	10	2
Mark Blake-Knox	9	2	2
Conan McKenna	34	1	2
Catherine Cocoman	11	0	1
Liam Hamill	4	0	0
Eileen Kelly	5	6	2
Denise Lawler	0	0	0
Greg Price	1	0	1
Colm O'Herlihy	14	5	2
Louise Kavanagh McBride	13	0	1
Miriam O'Callaghan	0	1	1
Gertie Taggart	5	0	1
James Buckley	7	1	0
Eileen Flynn	7	1	1
John O'Mullane	7	1	1
Frankie Watters	4	0	2
Barbara Stuart	0	0	1
Helen Murphy	0	0	1
Des O'Neill	4	0	0
Caroline Gourley	6	1	2
Marian Vaughan	3	1	2
Anne Marie Duffy	8	0	2
Margaret Philbin	30	6	1
Triona Cowman	8	2	2
Valerie Beatty	3	0	2
Dermott Jewell	11	2	1
Ada Bradbury	9	1	2

continued

Member	Inquiry days	Call-over days	FTPC meetings
Juliana Henry	0	0	1
Kathryn Muldoon	3	1	0
Jim Kitson	6	3	2
Dennis Hamill	2	1	1
Caroline Murphy	9	0	1
Aideen Neylon	3	2	2
Shane McCarthy ²	8	0	0
Richard Hammond ²	5	0	0
Liam Minihan ²	4	0	0
Stephen Kealy ²	4	0	0
Mark Kane ²	6	0	0

¹ There was an additional inquiry day held under the 1985 Act not included in this figure

² Second term concluded in 2021 but these members remained to conclude inquiries that had commenced in 2021

³ Term commenced in Q4 2022

Preliminary Proceedings Committee

There were nine meetings of the Preliminary Proceedings Committee in 2022.

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

Chairperson: Denis Murphy

Member	Number of meetings attended
Board members	
Denis Murphy	9
Don Faller ¹	3
Mary Gorman	7
Áine Lynch	7
Ann Horgan	6
Non-board members	
Colum Bracken	8
Geraldine Campbell	9
Andrew Popplewell	8
Deirdre Naughton	7
James Doorley	7
Brendan O'Dea	8

¹ Don Faller joined PPC Committee 24 May 2022

Education, Training and Standards Committee

There were four meetings of the Education, Training and Standards Committee in 2022.

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

Chairperson: Louise Kavanagh McBride

Member	Number of meetings attended
Board members	
Louise Kavanagh McBride	3
John Horan	4
Michael Rigby	3
Catherine Cocoman	4
Anne-Marie Duffy	3
Marian Vaughan	4
Non-board members	
Aisling Culhane	4
Steve Pitman	4
Orla Daly	3
Mairead Boland	3
JP Nolan ¹	0
Grainne Gaffney ²	2

¹ JP Nolan stepped down from the committee on 9 May 2022

² Grainne Gaffney was appointed to the committee on 18 August 2022



Bord Altranais agus
Cnóimhseachais na hÉireann
Nursing and Midwifery
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