



Bord Altranais agus
Cnáimhseachais na hÉireann

Nursing and Midwifery
Board of Ireland

ANNUAL REPORT 2023



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President's Address

As President of the Nursing and Midwifery Board of Ireland (NMBI), I am pleased to introduce the 2023 Annual Report. The report details NMBI's work and achievements throughout the year in partnership with our colleagues, registrants and stakeholders.

On reflection, 2023 was a year of positive change for NMBI. In April, we launched our new Statement of Strategy, which will run from 2023-2025. As part of the new strategy, NMBI will focus on protecting, promoting and progressing the nursing and midwifery professions. Our strategic priorities will be supported through partnership and enabled by technology. The strategy reflects the changing healthcare landscape and the need for nurses and midwives to be equipped with the knowledge, skills and resources to provide safe, high-quality care. It sets out a clear vision and objectives to advance the nursing and midwifery professions in Ireland and further enhance quality patient care.

2023 was also a year of partnership with our stakeholders. In May, we were delighted to be part of the International Education Conference organised by CLEAR, Dublin where we presented papers and welcomed over 400 international delegates. At the same time, we had the unique opportunity to focus on issues impacting nursing and midwifery workforces and regulation internationally when we worked in partnership with the Chief Nursing Officer to host international nursing and midwifery regulators including members of the health and education sectors in Ireland, to discuss our shared experiences, challenges and opportunities in regulating and educating the professions.

From September and November, we held four events in the NMBI Series: Partnership in Practice in collaboration with the HSE Centres for Nursing and Midwifery Education (CNMEs) in Waterford; Tralee; Galway and Dundalk. Through these events we shared insights and reflections on matters that are important to our registrants. Noteworthy were issues raised on education and continuing professional development opportunities for nurses and midwives; health and wellbeing; the State of the Nursing and Midwifery Register and NMBI's Fitness to Practise process. On behalf of the Board, I would like to thank everyone involved especially those who attended the 2023 NMBI Series including my NMBI colleagues.

I was also delighted to attend the National Student Midwife Debate at UCD in November. The event takes place annually and allows students to engage and collaborate while practising their debating skills on topical issues of relevance to midwifery. The speakers displayed their exceptional communication and presentation skills. Our student midwives' voices are so important and I am absolutely confident that these future midwives will go on to make an important and meaningful contribution in advocating for women and delivering excellent care in their chosen careers. Highlights of these and other events can be found in Section 4 of this report.

I would like to congratulate my colleague Áine Lynch who was elected as Vice President of our Board. Áine was first elected to the Board in January 2021 as a representative of the Health Service Executive (Director of Nursing or Director of Midwifery). She brings a wealth of clinical expertise and leadership to this role and a fantastic advocate for the professions.

I was also pleased to welcome 12 new members to the Board in January while one member, John Horan, was reappointed by the Minister for Health. The seven members appointed by the Minister for Health are: Dr Lydia Buckley; Dr Margaret Murphy; Muireann Ní Shuilleabháin; Niamh Murphy; Professor Gautam Gulati; Raymond Dolan and Terry McGonigal.

In addition, an election was held in September 2022 in five categories with the successful candidates being appointed to the Board by the Minister in January 2023. The five members are: Kate O'Halloran; Mark Johnston; Mary Leahy; Mary Rose Loughnane and Mittu Fabin Alungal.

The new Board members have brought diverse knowledge and experience to the table, and I believe they will continue to make a meaningful and valuable contributions to the work of NMBI over the course of their mandates.

On behalf of the Board, I would like to express my thanks to the Minister for Health; the Department of Health; the Health Service Executive; the Office of the Nursing and Midwifery Services Director; education bodies; representative bodies and other regulatory bodies for their continued partnership, collaboration and support as we work towards the enhancement of the nursing and midwifery professions.

As I look back on 2023, I would like to recognise the professionalism of all our registrants and thank them for making such a positive impact and beneficial influence on the Irish healthcare system as a whole and in particular delivery of quality patient care.



Dr Louise Kavanagh McBride

President
Nursing and Midwifery Board of Ireland



Chief Executive Officer's Foreword

As the regulator for the professions of nursing and midwifery, NMBI is committed to protecting the public and the integrity of the professions, and throughout 2023 we continued to conduct our key functions to deliver on our statutory remit.

In November, we published our second State of the Register report, which takes a snapshot of the register on 1 June 2023. It showed a 4% increase in registrants on 2022 and the largest number of registrants ever held by NMBI, reflecting increasing productivity for our Registration Department. Most new registrants came from non-EU countries, as nurses and midwives educated outside of Ireland continue to play an essential role in the Irish health system. The 2023 data report has allowed us to provide comparison data to assist in identifying areas of growth and potential gaps to ensure that the Irish healthcare system can meet the needs of today and into the future.

Our Education, Standards and Policy Department published the Digital Health Competency Standards and Requirements for Undergraduate Nursing and Midwifery Education Programmes (First Edition) in June 2023. These are the first standards by an Irish regulator for undergraduate students supporting developments in healthcare nationally. The Post Graduate Site Inspection Teams reviewed active post-graduate programmes eligible for reapproval, building on a successful pilot of the process in 2022 and meaning that post-graduate programmes are being observed and assessed in the live environment.

Our Fitness to Practise Department launched an emotional support telephone service, available to all involved in the Fitness to Practise process, particularly registrants and complainants. The Department continued to deal with all complaints against nurses and midwives fully, fairly and in accordance with legislation. In 2023, the subject matter of complaints received covered areas such as patient care, professional conduct, medication management, criminal convictions and health concerns.

I echo the President's comments on NMBI's commitment to partnership and engagement with our stakeholders. In 2023, over 8,820 attendees heard from NMBI speakers at key events. In September, we hosted a conference on The Role of the High Court in Fitness to Practise Regulatory Matters, in partnership with the Medical Council of Ireland. The event was a unique opportunity for those involved in regulation to discuss the role of the High Court with the President of the High Court.

NMBI is committed to delivering a high-quality and efficient customer service to all of our registrants, stakeholders and the public. To this end, we published our Customer Service Charter and Action Plan 2023-2025 developed in line with our Statement of Strategy 2023-2025, and the Government's Twelve Guiding Principles of Quality Customer Service for public sector organisations.

I wish to acknowledge the contributions of our former Directors of Fitness to Practise and Midwifery.

Colm O'Leary left NMBI in April after four years having joined NMBI as Director of Registration in 2019. Colm played a pivotal role in the implementation of our digitisation agenda and in the launch of our new registration system, MyNMBI. As Director of Fitness to Practise, Colm rolled out remote and hybrid inquiries during Covid-19 and implemented provisions of the Nurses and Midwives Act 2011 relating to fitness to practise.

Dawn Johnston left NMBI in May as Director of Midwifery after a long and established career. She first joined NMBI as a Board member in 2015, before taking up the role of Director of Midwifery in 2017. Dawn also served as Acting CEO from 2018 to 2019. She has had a distinguished career as a midwife, continuing to hold a regular clinical session in a Dublin Maternity Hospital during her time with NMBI.

In April, we welcomed our new Director of Fitness to Practise, Orla Crowe. A solicitor with over 11 years of professional experience, Orla previously worked in the Health and Social Care Department in the legal firm Byrne Wallace, where she specialised in child protection matters. Prior to that, Orla worked as a criminal defence solicitor and as a human rights lawyer in Kosovo and Malawi. Orla has always had an interest in the professions of nursing and midwifery, as her mother is a registered nurse who continued to practise until very recently in Mayo.

I would like to thank the Board, my Senior Management Team and all our NMBI colleagues for their work and achievements this year. In particular, I would like to thank the new Board members who joined in January 2023. I would also like to thank all of our stakeholders at Government, department and service-delivery level for the support and engagement displayed throughout the year.

As we look back at 2023, we are acutely aware of ongoing challenges in our health system and we understand the demands facing nurses and midwives across the Irish health service. I would like to reiterate my ongoing thanks to our registrants for their continued dedication to patient care and for carrying out their work with kindness, compassion and care.



Sheila McClelland

Chief Executive Officer

Nursing and Midwifery Board of Ireland

Key Activities and Achievements 2023



Registration

NMBI Register of Nurses and Midwives

All persons in Ireland who are registered to work in Ireland as a nurse or a midwife at 31 December 2023.

89,308

Everyone on the Register has had their nursing and/or midwifery qualification(s) recognised by NMBI.

Coming on to the Register



6,922

nurses and midwives
registering for the
first time including

1,609

Irish graduates

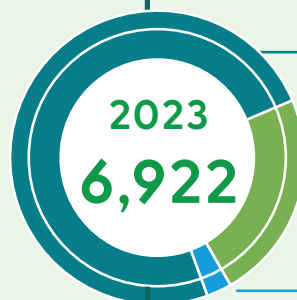


Breakdown by training location of first-time registered nurses and midwives

2020 **3,718**

2021 **4,994**

2022 **5,524**



Non-EU: 5,134

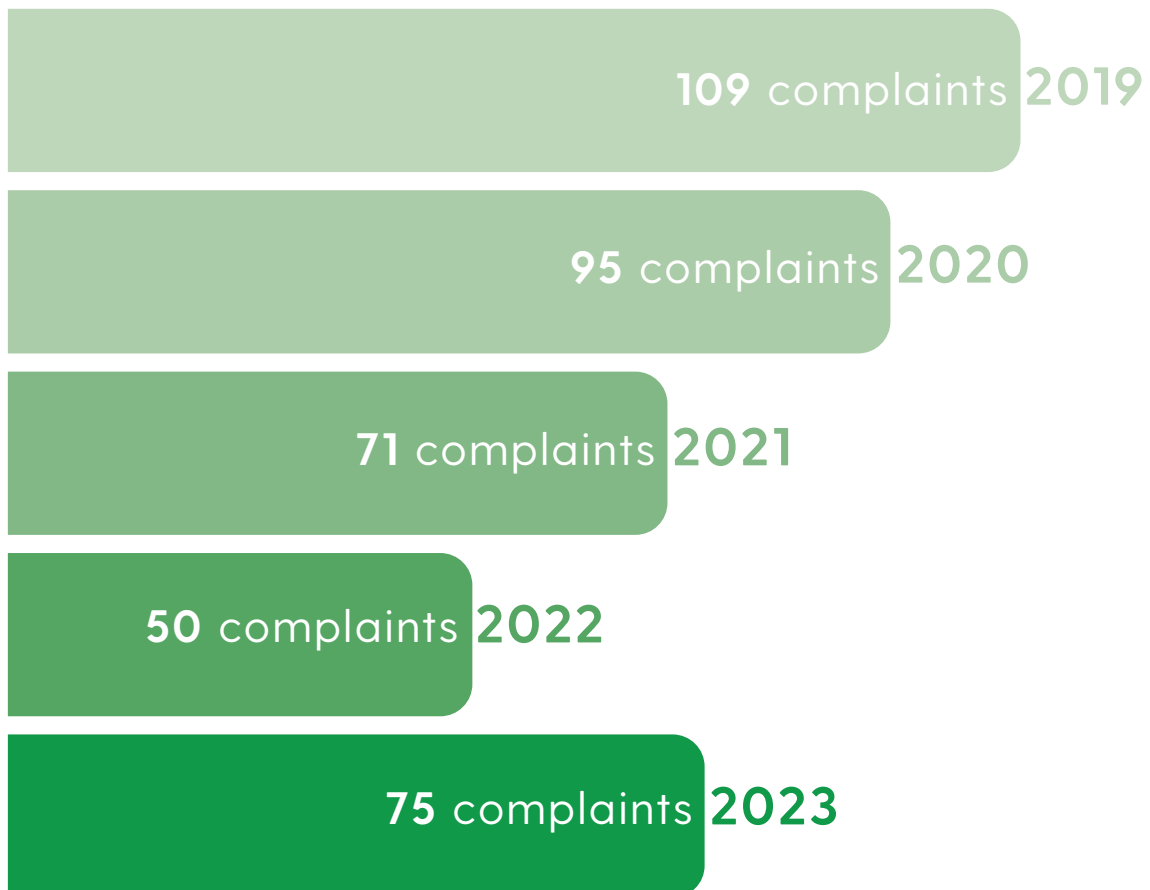
Ireland: 1,609

EU: 179

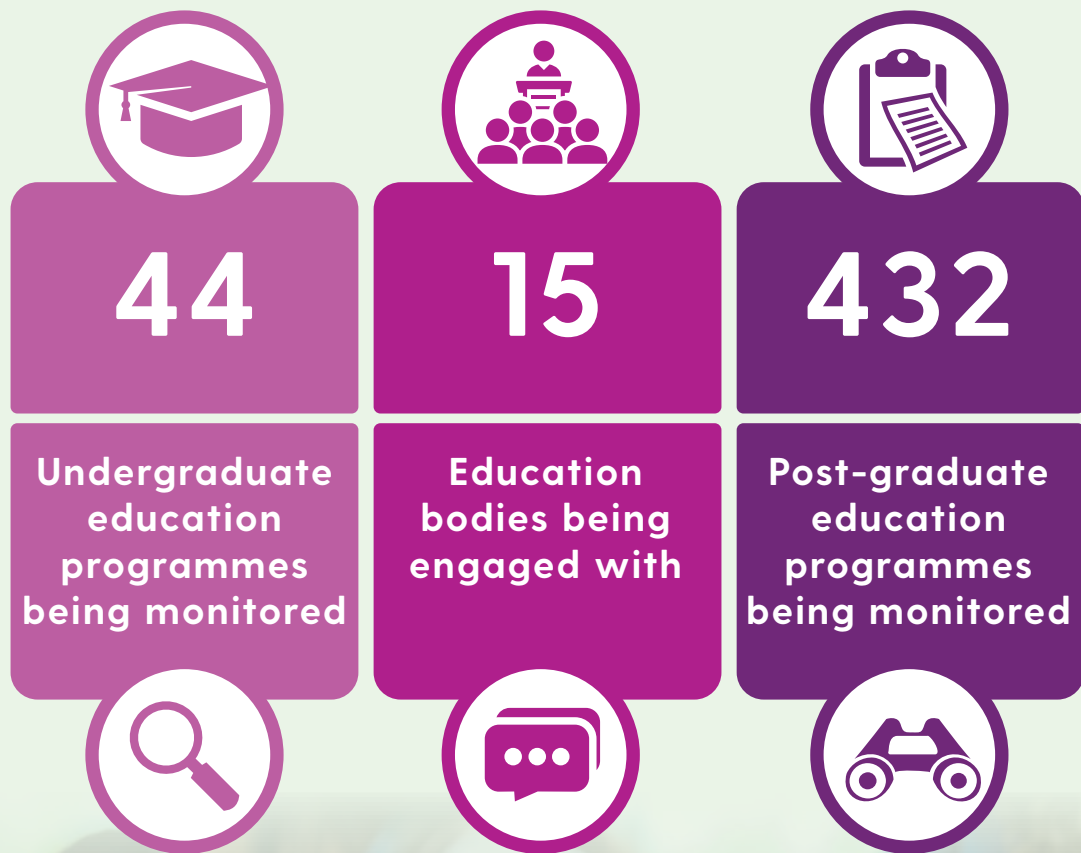
Fitness to Practise



Number of Complaints Received



Education





1

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

Who we are



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, and
- investigate and consider complaints against nurses and midwives.

Our role in setting standards and providing guidance for approximately 89,000 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.



2

**Governance
and Management**

Our Board and committees

The Board of NMBI comprises of 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 2023, 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

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.

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.

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 2023



Sheila McClelland,
CEO



Dr Ray Healy,
Director of Registration



Colm O'Leary,
Director of Fitness
to Practise*

(*left March 2023)



Orla Crowe,
Director of Fitness
to Practise*

(*commenced April 2023)



Dawn Johnston,
Director of Professional
Standards – Midwifery*

(*left May 2023)



Carolyn Donohoe,
Director of Education,
Policy and Standards



Kathyann Barrett,
Head of Operations

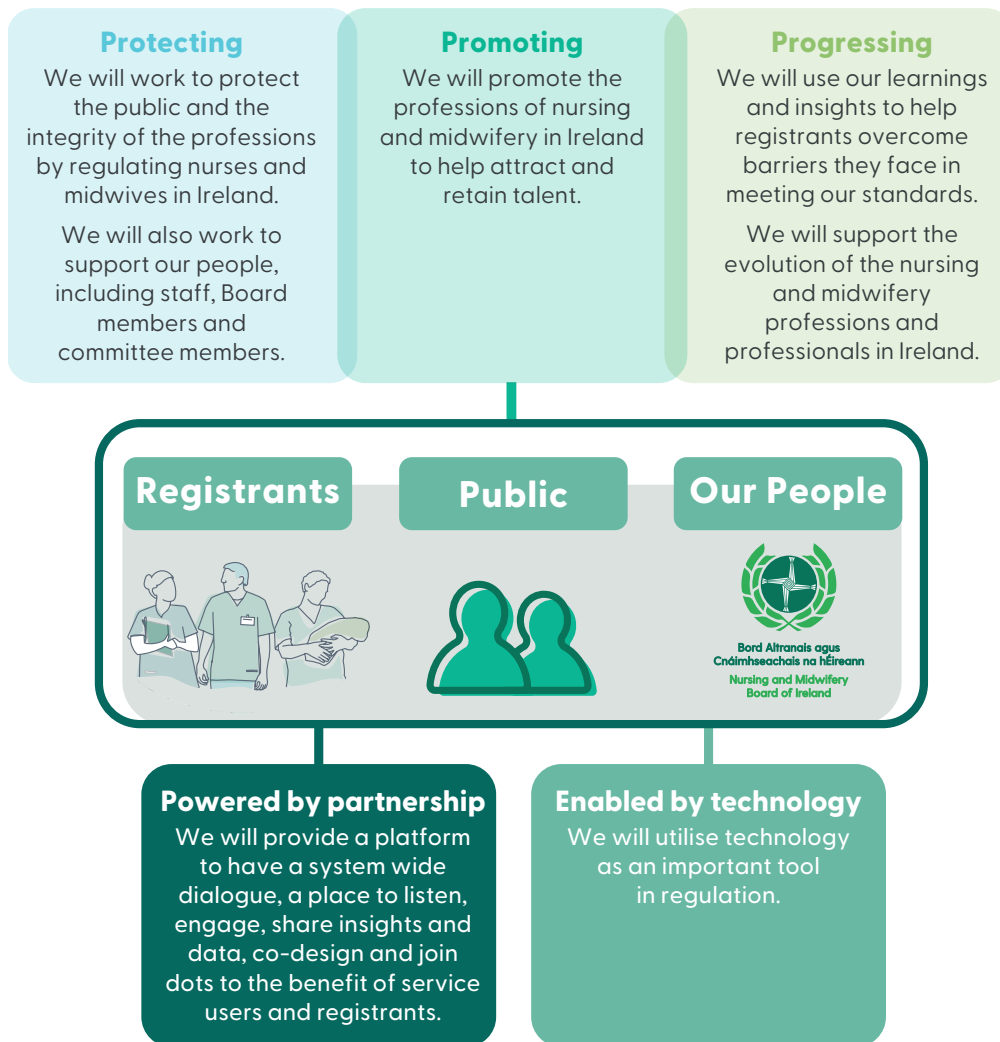


3

**Strategic
Objectives**

Strategic objectives

In 2023, NMBI implemented the first year of its *Statement of Strategy 2023–2025*. In addition to delivering on our core statutory activities, our three-year strategy also sets out our strategic priorities under the headings of ‘protecting’, ‘promoting’ and ‘progressing’ the professions of nursing and midwifery. These priorities are supported through partnership and technology.

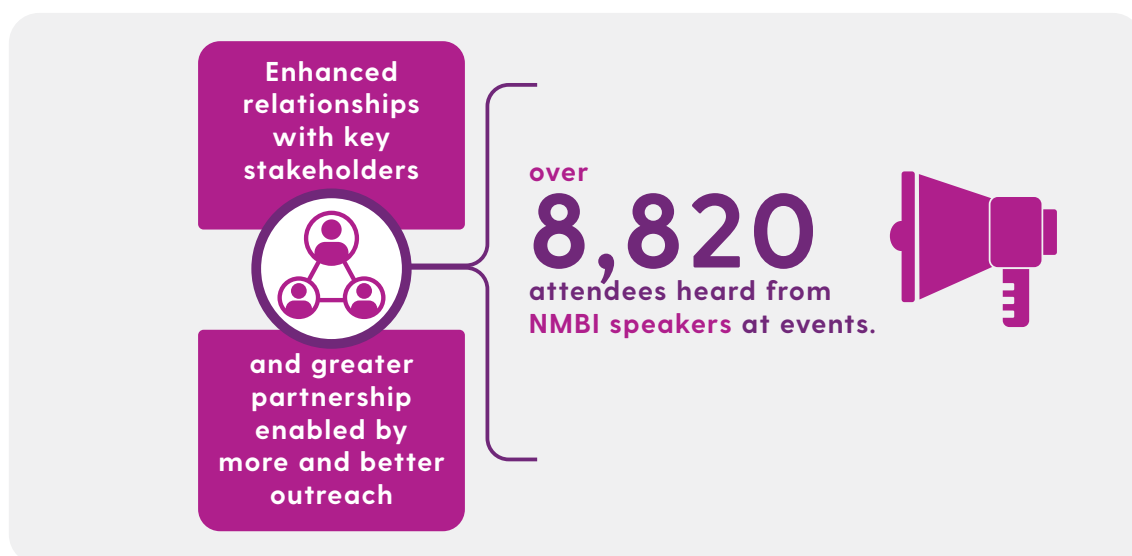


Throughout 2023, NMBI worked to ensure the effective, efficient and sustainable running of the organisation. NMBI also advanced key improvements and projects, as outlined in the statement of strategy, aimed at delivering better public services and enhanced support to colleagues.

Key developments in 2023:

- Enhanced relationships with key stakeholders and greater partnership, enabled by more and better outreach – over 8,820 attendees heard from NMBI speakers at events.
- Sharing of our data and insights, including through the State of the Register, the NMBI Series events, the Conversations on Nursing and Midwifery Regulation event and the Role of the High Court in Fitness to Practise Regulatory Matters conference.
- Increased communication through new channels, including the use of social media – Twitter/X, Instagram and LinkedIn.
- Achievement of Great Place to Work® accreditation and increased focus on internal communications, allowing further promotion of the organisation so that we continue to attract high-quality staff.
- Further development of our organisation through investment in the skills required to deliver our strategy, through our workforce plan and training.
- Further development of our technology and advanced digitisation agenda.
- Greater embedding of privacy in NMBI's culture and adherence to compliance and governance best practice.
- Focus on compliant procurement and sustainable management of facilities and resources.

Read more about our achievements in 2023 in the following chapters.





4

Partnership

Partnership

Stakeholder engagement

Throughout 2023, we engaged with stakeholders in a number of ways. This included through consultations, regular meetings, and attending and hosting events.

Statement of Strategy 2023-2025 launch

In April, we launched our new statement of strategy which runs for the next three years. Key stakeholders and those involved in the consultation phase were invited to an event at the NMBI office in Blackrock, Co Dublin. Attendees heard from the Chief Nursing Officer at the Department of Health, Rachel Kenna; Dr Louise Kavanagh McBride, NMBI President and Sheila McClelland, NMBI CEO.



Pictured (L to R): Louise Kavanagh McBride, NMBI President; Sheila McClelland, NMBI CEO and Rachel Kenna, Chief Nursing Officer, Department of Health



Pictured above: Attendees at the Statement of Strategy 2023-2025 launch

Conversations on Nursing and Midwifery Regulation forum

In May, NMBI held a forum called 'Conversations on Nursing and Midwifery Regulation' in collaboration with the Chief Nursing Officer in the Department of Health.



Pictured (L to R): Dr Louise Kavanagh McBride, NMBI President; Sheila McClelland, NMBI CEO and Rachel Kenna, Chief Nursing Officer, Department of Health

The event was an opportunity to bring together international nursing and midwifery regulators, as well as members of the health and education sectors in Ireland to discuss our shared experiences in regulating and educating the professions.

More than 75 colleagues were in attendance, including representatives from international regulatory bodies such as the National Council of State Boards of Nursing; the College of Registered Nurses of Alberta; the New South Wales Nursing and Midwifery Council; the British Columbia College of Nurses and Midwives; the College of Nurses of Ontario and the Nursing and Midwifery Board of Australia and the College of Licensed Practical Nurses of Newfoundland and Labrador. The forum was also attended by our colleagues from the Quality and Qualifications Ireland (QQI), the Office of the Nursing and Midwifery Services Director (ONMSD) in the HSE, the Irish Nurses and Midwives Organisation (INMO) as well as Directors of Nursing and Midwifery, Heads of School in education bodies and representatives from hospital groups across the country.

A full report on the event is available to read on the [Events](#) page of our website.



Pictured from NMBI (L to R): Carolyn Donohoe, Director of Education, Policy and Standards; Orla Crowe, Director of Fitness to Practise; Dr Louise Kavanagh McBride, NMBI President; Dawn Johnston, Director of Midwifery; Sheila McClelland, NMBI CEO; Dr Ray Healy, Director of Registration and Kathyann Barrett, Head of Operations

NMBI Series 2023 - Partnership in Practice

**NMBI
Series**



NMBI Series 2023 - Partnership in Practice

In September, we began our NMBI Series 2023 – Partnership in Practice by co-hosting three events in collaboration with HSE Centres for Nursing and Midwifery Education (CNMEs) in Waterford, Tralee and Galway. A fourth event was held in Dundalk in November.

After previous year's successful series, we were delighted to meet with our colleagues from across the country to have an open conversation and dialogue about the challenges and opportunities facing the nursing and midwifery professions.

The 2023 series focused on the role of the CNME in education and continuing professional development opportunities for nurses and midwives; a health and wellbeing focus for nurses and midwives; the State of the Register; NMBI's Fitness to Practise process and insights from the NMBI President and CEO. Each event was attended by almost 100 of our colleagues and we would like to thank everyone who took time out of their busy schedules to attend the series. A full report and video from each of the events is available on the [NMBI website](#).

CNME South East (Waterford)



Pictured (L to R): Kathyann Barrett; Céire Rochford; Jeanne Tarrant; Sheila McClelland; Dr Louise Kavanagh McBride; Kate Cassidy; Carolyn Donohoe and Roisin McLoughlin



Pictured above: Attendees of the NMBI Series 2023 in Waterford

CNME South (Tralee)



Pictured (L to R) Back row: Jeanne Tarrant; Kathyann Barrett; Carolyn Donohoe; Priscilla Lyons; Daniel Newman; Dr Louise Kavanagh McBride and Bernadette Galvin. Front row (L to R): Róisín McLoughlin; Dr Elizabeth Heffernan; Sheila McClelland; Elizabeth Myers; Gillian McCarthy and Fionnula Hunt



Pictured (L to R): Dr Elizabeth Heffernan; Róisín McLoughlin; Sheila McClelland and Dr Louise Kavanagh McBride



Pictured (L to R): Jeanne Tarrant; Dr Louise Kavanagh McBride and Carolyn Donohoe



Pictured above: Attendees of the NMBI Series 2023 in Tralee

CNME Galway



Pictured (L to R): Carolyn Donohoe; Marissa Butler; Sheila McClelland; Róisín McLoughlin; Kathyann Barrett and Dr Louise Kavanagh McBride



Pictured above: Attendees of the NMBI Series in Galway



Pictured above: Speakers at the NMBI Series in Galway

CNME North-East and Dublin (Dundalk)



Pictured (L to R): Mairead McGahan; Carolyn Donohoe; Dr Ray Healy; Sheila McClelland; Orla Crowe; Dr Louise Kavanagh McBride; Dr Karn Cliffe; Kathyann Barrett and Vivienne Browne



Pictured above: Attendees of the NMBI Series 2023 in Dundalk

The Role of the High Court in Fitness to Practise Regulatory Matters

In September, in partnership with the Medical Council of Ireland, NMBI hosted a conference on The Role of the High Court in Fitness to Practise Regulatory Matters. The event was a unique opportunity for those involved in regulation to discuss the role of the High Court.



Pictured (L to R): Leo Kearns, Medical Council CEO; Dr Suzanne Crowe, Medical Council President; Mr Justice David Barniville, President of the High Court; Dr Louise Kavanagh McBride, NMBI President and Sheila McClelland, NMBI CEO

President of the High Court, Mr Justice David Barniville presided over the conference and facilitated the discussions. Our President, Dr Louise Kavanagh McBride and Dr Suzanne Crowe, President of the Medical Council opened the conference which was attended by more than 100 delegates.

Speakers at the event included Shelley Horan BL; Caoimhe Daly BL; Dr Edward Mathews, INMO; Eimear Burke, partner at Fieldfisher Solicitors; Remy Farrell SC; Nathan Reilly BL; Lorna Lynch SC BL and Kevin Dunne.



Pictured (L to R): Eimear Burke; Shelley Horan; Dr Edward Mathews; Lorna Lynch; Caoimhe Daly; Mr Justice David Barniville; Kevin Dunne and Nathan Reilly

Closing the conference, our CEO Sheila McClelland and Leo Kearns, Medical Council CEO, thanked President Barniville for facilitating the discussions and for his valuable insights.

Annual National Student Midwife Debate



Pictured (L to R): Dr Louise Kavanagh McBride, NMBI President; Shannon McHugh, winner of the Best Speaker award and Sheila McClelland, NMBI CEO

The annual National Student Midwife Debate took place on 10 November at The Garret FitzGerald Debating Chamber, University College Dublin.

Each year, the debate is organised in conjunction with the six education bodies that provide midwifery education. Six student midwives, one from each of the six education bodies, competed in two teams to debate the motion with one student midwife voted Best Speaker. The motion for the debate was 'This house believes that midwives will meet all needs of women's reproductive health within Irish society'.

Shannon McHugh, studying midwifery at University of Galway won the prize for Best Speaker at the debate, while the team who spoke against the motion were judged to be the Winning Team.

The speakers debating for the motion were Clodagh Vaughan, representing Dundalk Institute of Technology; Ann Nwagwu, representing University College Dublin and Andrea Pasztor representing University of Limerick. The speakers debating against the motion were Aryth Stryker, representing University College Cork; Suzanne O'Toole representing Trinity College Dublin and Shannon McHugh representing University of Galway.



Shannon McHugh,
University of Galway



Suzanne O'Toole,
Trinity College Dublin



Aryth Stryker,
University College Cork



Andrea Pasztor,
University of Limerick



Clodagh Vaughan,
Dundalk Institute of Technology



Ann Nwagwu,
University College Dublin

The debate was attended by various education bodies and their practice partners including representation from National Women and Infants Health Programme (NWHIP), Angela Dunne, Midwife Lead who gave a brief update on the midwifery related work they are currently being undertaken. Angela was also a member of the adjudication panel along with Sinéad Heaney, Midwife Advisor for the Department of Health; Georgina Farren, Barrister at Law and recently retired from NMBI, and Loraine Mulligan, a member of the NMBI Midwives Committee.

The debate was opened by Dr Louise Kavanagh McBride, President of NMBI, and the closing address was given by our CEO Sheila McClelland. The keynote speakers were Georgina Farren and Dr Caroline Munyi from AkiDWa, African Migrant Women's organisation. Katie White orated a poem on her experience of being a Higher Diploma in Midwifery Education student. The winning prize was presented by Dr Margaret Murphy, Chair of the NMBI Midwives Committee and Khayla Timothy, National Student Midwife Debate winner 2022.



Pictured (Back row L to R): Barbara Coughlan; Angela Dunne and Dr Margaret Murphy
(Front row L to R): Sheila McClelland; Dr Louise Kavanagh McBride; Georgina Farren; Katie White;
Dr Caroline Munyi, and Dr Karn Cliffe

Other engagements

Indian Ambassador to Ireland visits NMBI



Picture (L to R): Dr Ray Healy, Director of Registration; Kathyann Barrett, Head of Operations; Sheila McClelland, NMBI CEO; HE Akhilesh Mishra, Indian Ambassador to Ireland and Dawn Johnston, Director of Midwifery

In March we were delighted to welcome the Indian Ambassador to Ireland, His Excellency, Akhilesh Mishra to our office in Blackrock, Co Dublin.

HE Ambassador Mishra met with our CEO, Sheila McClelland and other members of our Senior Management Team to discuss the contribution Indian nurses and midwives make to the Irish health service.

Speaking of the visit, Sheila said: “As a regulator, engaging with our stakeholders and registrants is an important aspect of our work so that we can improve and evolve with the changing healthcare environment. Having the opportunity to meet with the Ambassador allows us to ensure we continue to help applicants join our Register.

We value the contribution Indian nurses and midwives make to the provision of healthcare in this country and meeting the Ambassador is a great opportunity for us to express our appreciation and further support our applicants and registrants”.

During the meeting, our Director of Registration, Dr Ray Healy, provided Ambassador Mishra with an update on the registration process for overseas applicants.

US nursing delegates visit NMBI office



Pictured above: Delegates representing nursing from various US states

In June, we hosted a group of delegates representing nursing from various US states.

The group was led by Professor Carol Huston, a nurse educator and former Director of the School of Nursing and Professor Emerita at California State University.

The group included nurse educationalists, clinical and advanced practice representatives, and a mother and daughter, one a registered nurse and one a student nurse in training. They met with our Education, Policy and Standards Department at our office in Blackrock, Co Dublin.

The meeting allowed for cross-cultural information sharing and learning. We discussed the similarities and differences between Ireland and the United States with regards to the training and education of healthcare professionals, as well as the Code of Professional Conduct and Ethics and the Scope of Practice.

Pakistan Ambassador visits NMBI office



Pictured (L to R): NMBI CEO, Sheila McClelland and Her Excellency, Ambassador Aisha Farooqui

We were delighted to welcome Her Excellency, Ambassador Aisha Farooqui to our office in June.

Our CEO, Sheila McClelland; Director of Registration, Dr Ray Healy and Head of Operations, Kathyann Barrett met with HE Ambassador Farooqui and Mr Shahid Iqbal, the Embassy's Deputy Head of Mission.

During the meeting, we discussed the processes for the recognition of qualifications and the registration of nurses and midwives from Pakistan.

Speaking about the visit, Sheila McClelland said: "It was a pleasure to welcome the Ambassador to our office and discuss how we are assisting nurses and midwives from Pakistan wishing to come onto the Register of Nurses and Midwives who can practise in Ireland. We look forward to this engagement continuing in the future."

First Recognition of Prior Learning Workshop



Pictured above: Members of NMBI and attendees at the RPL workshop

In August, we hosted the first Recognition of Prior Learning (RPL) Workshop at our office in Blackrock, Co Dublin. The workshop was attended by representatives from nine education bodies.

Our Director of Education Policy and Standards, Carolyn Donohoe began by welcoming attendees.

Our Professional Officer Lorraine Clarke Bishop gave an introduction to RPL from NMBI's perspective and particularly in relation to the new *Graduate Entry Nursing Education Programmes Standards and Requirements*.

Órla Barry, Senior Manager, Qualifications Information and Learning Opportunities (QI), gave a short presentation on the importance of RPL and considering the process from the perspective of the learner.

Dr Clare Walsh, Recognition of Prior Learning in Higher Education Project: Head of Staff Development THEA, gave a brief overview of the RPL project followed by a questions and answers session.

Group discussions took place on key topics around RPL and what it means to the education of nurses and midwives.

Meeting with participants from the HOPE programme



Pictured (L to R): Sara Kappel Coslovi , University Hospital of Aarhus , Denmark; Evlampia Kostelidou, Papageorgiou General Hospital, Greece; Gültşara Karajeva, North Estonia Medical Centre Foundation, Estonia; Dr Ray Healy, Director of Registration, NMBI; Michele Mastroberardino, University Hospital of Modena, Italy and Mafalda Ribeirinho, Portuguese Blood and Transplantation Institute, Portugal

Our Director of Registration, Dr Ray Healy met with participants from the HOPE programme at NMBI's office in May.

HOPE is the European Hospital and Healthcare Federation, an international non-profit organisation which represents national hospital associations in the EU Member States, Serbia and Switzerland.

Ray met with healthcare professionals from Denmark, Estonia, Italy, Portugal and Greece as part of the visit. They discussed the work of NMBI as well as the healthcare landscape in Ireland.

The importance of the Code workshop at Beaumont Hospital



Pictured (L to R): Sinead Connolly, Department Director of Nursing; David Sweeney, Beaumont Hospital CEO; Jeanne Tarrant, Fitness to Practise Officer, NMBI and Marie Murray, Director of Nursing, Beaumont Hospital

NMBI's Fitness to Practise Officer, Jeanne Tarrant spoke to our colleagues at Beaumont Hospital, Dublin in July.

The event was organised by Marie Murray, Director of Nursing at Beaumont Hospital with more than 280 people in attendance. It gave us an opportunity to remind nurses and midwives about the importance of the Code of Professional Conduct and Ethics.

Jeanne highlighted the importance of knowing the Code and how nurses and midwives can protect themselves and service users. During the session she shared anonymised case studies and invited attendees to take part by providing their insights into how the Code had been breached.

Throughout the year, we also met with key stakeholders at conferences and events, including:

- Nursing Homes Ireland's overseas event
- Migrant Nurses Ireland Conference
- Quality and Qualifications (QQI) 'Finding Common Ground'
- LauraLynn's Nursing Leadership event
- All-Ireland Maternity and Midwifery Festival
- National Council of State Boards of Nursing (NCSBN) Midyear Meeting
- 2023 Psychiatric Nurses Association Annual Delegate Conference
- National All-Ireland Midwifery Conference
- Irish University Association's (IUA) 'Future of Ireland'
- Annual Irish DXA Society's conference
- Irish Nurses and Midwives Organisation's (INMO) Annual Conference
- Irish General Practice Nurses Educational Association's (IGPNEA) Annual Conference
- All-Ireland Nursing Festival
- The Irish Times Higher Options
- Pathways 2023 in Galway
- Annual Conference of the Irish Association of Directors of Nursing and Midwifery
- National Patient Safety Office (NPSO) Conference 2023.
- Irish Health Management Conference
- INMO International Nurses & Midwives Section Conference



5

Registration

Registration

The data compiled in this report is as of 31 December, there were **89,308** nurses and midwives on NMBI's Register, equating to **111,534** individual registrations.

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

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.

Overseas applications submitted

In 2023, NMBI received **5,856** overseas applications for recognition, compared to **6,834** in 2022. This is an average of 488 overseas submissions received per month.

Month	EU	Non-EU	Total
January	22	579	601
February	18	531	549
March	11	599	610
April	5	518	523
May	18	586	604
June	15	461	476
July	17	413	430
August	21	355	376
September	22	391	413
October	11	399	410
November	18	411	429
December	23	412	435
Total	201	5,655	5,856

Decision Letters

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 initial stage, the applicant submits all the required documents to support their application for recognition of qualifications. Once all information has been received, the application progresses to education assessment and following this, the applicant is issued with a Decision Letter.

A Decision Letter can have one of three outcomes; a refusal, permission for direct recognition or a need for the applicant to complete a compensation measure. 97% of overseas applicants will require a compensation measure for their qualification to be recognised.

In 2023, NMBI issued **5,918** Decision Letters compared to **8,881** issued in 2022. The table below shows a breakdown of the Decision Letters issued by month.

Month	Total
January	663
February	578
March	855
April	513
May	601
June	512
July	455
August	292
September	339
October	280
November	439
December	391
Total	5,918

EU and Non-EU registrations

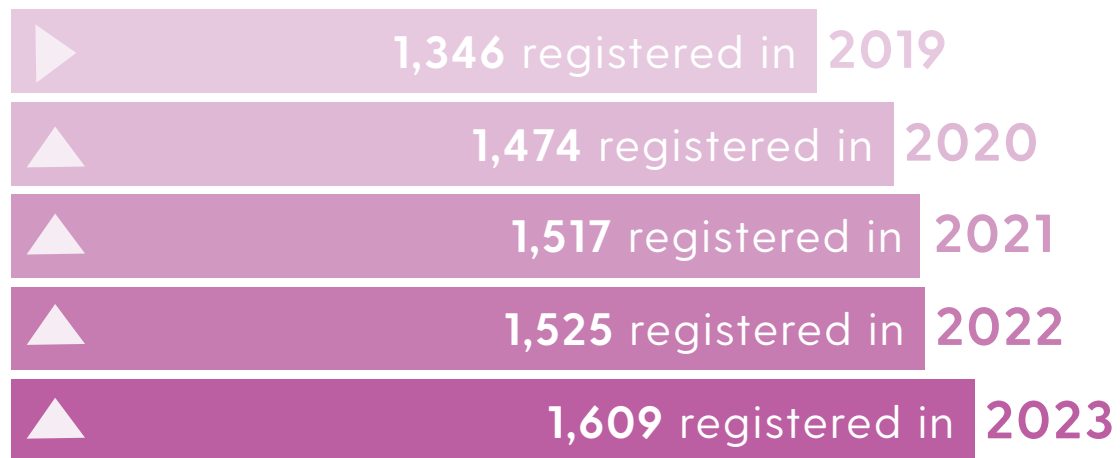
Overseas registration

Based on previous trends, we expect 80% of Decision Letters issued will convert into registration within six months of receipt of the Decision Letter. The trend of the previous 24 months shows a steady increase in registrations. In 2023, 5,313 EU and Non-EU applicants were registered compared to 4,003 in 2022.

Month	EU registrations	Non-EU registrations	Total registrations
January	27	459	486
February	16	404	420
March	17	406	423
April	14	392	406
May	14	416	430
June	19	255	274
July	10	263	273
August	9	314	323
September	12	395	407
October	10	377	387
November	17	631	648
December	14	822	836
Total	179	5,134	5,313

Irish qualified nurses and midwives

In 2023, NMBI registered **1,609** Irish-educated nurses and midwives. This figure has seen a steady increase since 2019.



Certificate of Good Standing (CCPS) requests

The table below shows the level of requests for a Certificate of Good Standing (CCPS) from NMBI. In 2023, NMBI issued **5,343**, which equates to 4,910 individual registrants.

Month	Total
January	409
February	440
March	535
April	495
May	518
June	534
July	408
August	392
September	389
October	405
November	548
December	270
Total	5,343

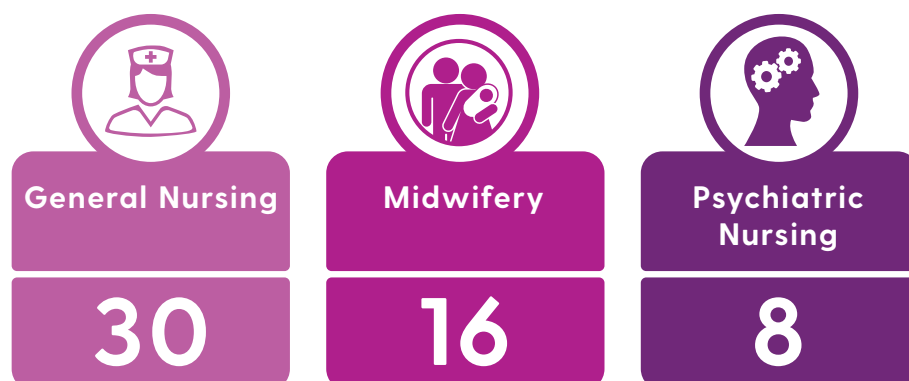
Restorations

Nurses and midwives who were previously registered with NMBI can apply to restore their registration to one or all divisions (in which you were previously registered). In 2023, **531** registrants restored themselves to the Register.

Month	Total
January	47
February	36
March	87
April	48
May	62
June	37
July	41
August	31
September	38
October	30
November	40
December	34
Total	531

Adaptation sites

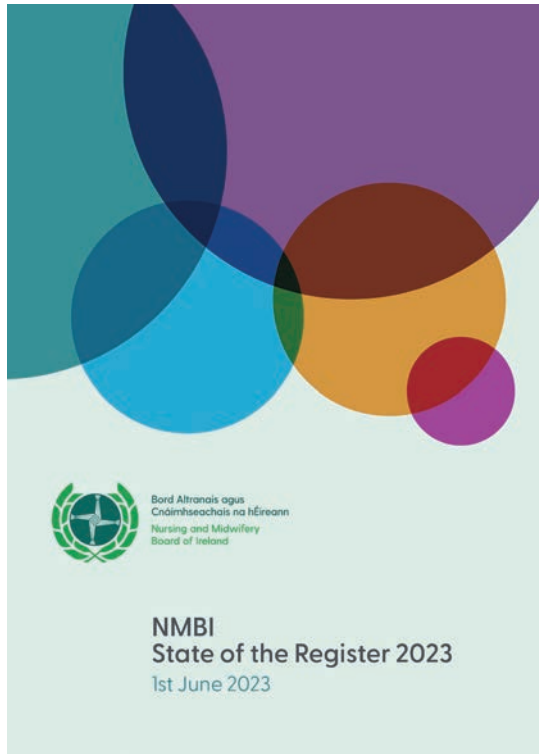
In 2023, the Registration Committee continued to approve adaption sites across the country, increasing the capacity to adapt nurses and midwives coming to Ireland to practise. There are now **54** sites approved and registered to provide adoption.



Virtual hub for registrants qualified outside Ireland

NMBI is committed to supporting nurses and midwives who are qualified overseas and helping them transition to working in the Irish healthcare system. As part of our strategy, we will create an online hub specifically for applicants and registrants planning to work in Ireland. The project was initiated in 2023 and is planned to launch in 2024.

State of the Register 2023



In November, NMBI published the State of the Register 2023 report for the second year. The report, which will be published annually, provides a detailed breakdown of the number of nurses and midwives registered in Ireland. The data compiled covers the 12-month period from 1 June 2022 to 31 May 2023.

You can read the State of the Register 2023 on our [website](#).



6

Fitness to Practise

Fitness to Practise

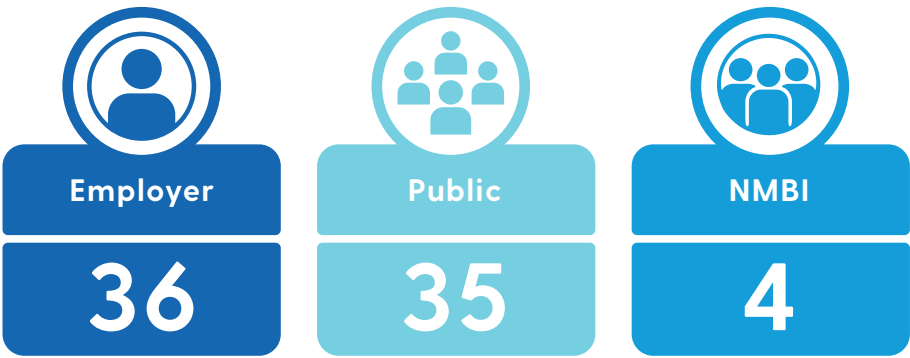
NMBI is legally responsible for considering complaints against nurses and midwives who practise in Ireland. Our Fitness to Practise Department aims to deal with all complaints fully, fairly and in accordance with the legislation which gives us our regulatory powers.

NMBI carries out its fitness to practise functions under the Nurses and Midwives Act 2011, as amended¹.

Complaints

In 2023, NMBI received 75 complaints about the fitness to practise of a registered nurse or midwife. This was the first increase in the number of complaints received since 2019.

The following is a breakdown of the origins of complaints:



1. All inquiries under the Nurses Act 1985 (which considered all applications for inquiry received before 2 October 2012) have now been closed out.

The subject matter of complaints received continues to cover areas such as patient care, professional conduct, medication management, criminal convictions and health concerns (including addiction).

Once a complaint is received, there are several stages to the fitness to practise process:

1. Consideration of whether frivolous/vexatious
2. Consideration by Preliminary Proceedings Committee
3. If applicable, proceed to Inquiry before Fitness to Practise Committee
4. Consideration of matter by the Board of NMBI
5. In certain cases, confirmation of the Board's decision by the High Court.

Frivolous/vexatious matters

Amendments were introduced to the Nurses and Midwives Act 2011 on 1 August 2021 which permits the CEO to decide if a matter is frivolous and/or vexatious. In 2023, three matters were considered frivolous and/or vexatious and were not progressed. This compares to 10 in 2022.

2022 10 Frivolous/vexatious matters

2023 3 Frivolous/vexatious matters

Preliminary Proceedings Committee

The Preliminary Proceedings Committee (PPC) gives initial consideration to complaints that are received by NMBI. It can:

- refer complaints to the Fitness to Practise Committee (FTPC)
- accept undertakings and/or consents
- make recommendations to the Board that no further action be taken
- refer the matter to another body or authority, or
- refer the matter to mediation.

In 2023, 75 complaints were received. The PPC made decisions or recommendations to the Board in 62 cases and 67 cases have yet to be heard by the PPC.

Item	2022	2023
Meetings	9	10
Non-prima facie decisions	36 (53%)	25 (40.3%)
Prima facie decisions (referred to inquiry)	29 (43%)	23 (37.1%)
Undertakings and consents accepted by PPC	5 (4%)	14 (22.6%)
Referral to another body	0	0
Mediation	0	0
Total decisions	70	62

While the total number of decisions has decreased in 2023 compared to 2022, there is positivity due to the increase in undertakings and/or consents. The 2020 amendment to the Nurses and Midwives Act 2011 allows the PPC to accept undertakings and/or consents from registrants rather than the complaint progressing to an inquiry.

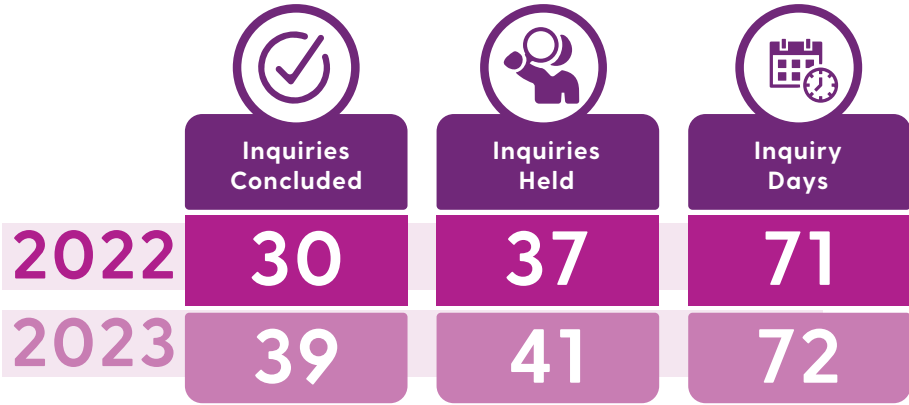
This means that the nurse or midwife can make an early admission that the complaint against them is true and corrective action can be taken, such as a course of study or training, or consent to censure.

The number of undertakings and/or consents accepted increased in 2023, with 14 cases concluding in this manner. A significant amount of time and resources are required by the PPC team to conclude complaints in this way. However, it ensures that suitable cases are dealt with at the earliest opportunity, which results in substantial cost savings. Dealing with complaints in this way is part of the FTP Department's Compassion Project.

Fitness to practise inquiries

The Fitness to Practise Committee (FTPC) considers complaints that have been referred to an inquiry by the PPC. Inquiries are heard by a subcommittee of the FTPC.

NMBI continued its work to ensure that complaints were progressed to conclusion which resulted in an increase in inquiry days in 2023.



Undertakings/consents at inquiry stage

The NMBI Board approved a pilot project to allow undertakings and/or consents to be proposed to the FTPC at an earlier stage of the inquiry process. The project commenced on 1 November 2023 and is similar to processes carried out by other regulators in Ireland. This permits suitable cases to be dealt with more efficiently without the need to progress to a full inquiry. Since its introduction, undertakings and/or consents have been recommended by the FTPC in nine cases.

Overall number of FTP Board meetings

In 2023, the Board of NMBI met on 14 occasions to consider FTP matters. The following is a breakdown of the sanctions approved by the Board in 2023:

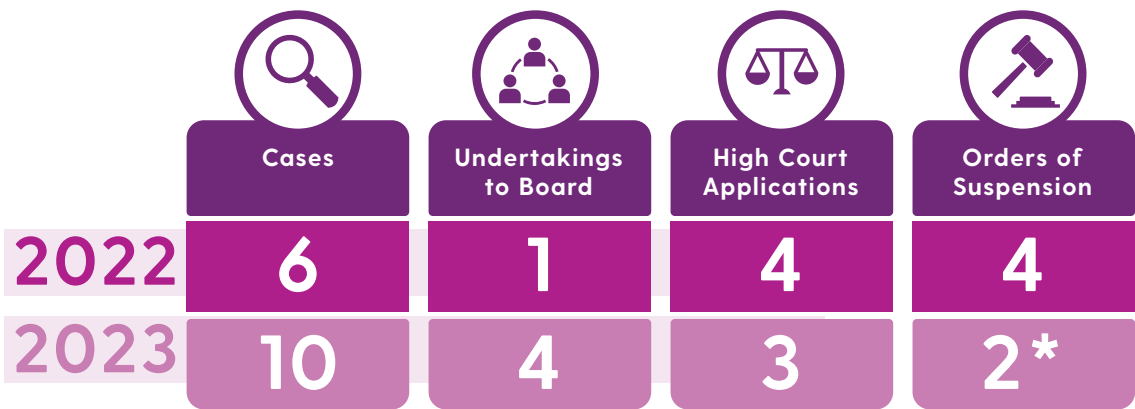
- 1. Undertakings and/or consents to censure were accepted in five cases
- 2. Sanctions were imposed in 17 cases
- 3. There were no findings made in 11 cases.

In relation to the 17 sanctions imposed by the Board:

Number	Sanction
2	Suspended
2	Suspended and conditions attached
3	Cancelled
4	Censure and conditions
3	Censure and fine
2	Censure
1	Conditions

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

The Board considered ten cases pursuant to section 58 of the Nurses and Midwives Act 2011, as amended, and decided to make an application to the High Court in three instances. In two of these cases, the High Court agreed to the application for an immediate suspension. In the third case, a judgment of the High Court is awaited as to whether the suspension order will be granted.



* One further matter is awaiting judgment since September 2023.

Conditions attached to retention of registration

The monitoring of the conditions attached to the retention of a nurse or midwife's name on the Register is a function of the Board. As of 31 December 2023, there were 14 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 restored one registrant to the Register in 2023.

Compassion project

The Fitness to Practise Department continued to implement the Compassion Project. This encompassed the following activities:

- Launch of the emotional support service to all involved in the FTP process, particularly registrants and complainants.
- Utilisation of undertakings and/or consents at PPC stage. Amending the procedure to permit undertakings and/or consents to be proposed at an earlier stage of the inquiry process.
- Since its introduction on 1 November, four cases have concluded by preliminary undertaking and/or consent (one of which was approved by the Board).
- Appointment of a Liaison Officer to oversee the implementation of the Compassion Project. They are due to commence the role in early 2024.
- Enhancing stakeholder engagement
 - a. In conjunction with the Medical Council, the FTP Department organised a conference on the Role of the High Court in Fitness to Practise Regulatory Matters, which was attended by over 100 participants and facilitated by the President of the High Court, Mr Justice David Barniville.
 - b. The FTP Department also organised quarterly meetings with union and registrants' representatives to ensure better engagement and assist in improving processes, including the Compassion Seminar coordinated by Professor Zubin Austin.
- Ensuring better communication – the FTP team released two explanatory videos on the website, undertook the NALA plain language course, simplified letters sent to registrants at various stages of the fitness to practise process, drafted an initial explanatory booklet for registrants and introduced mandatory updates to registrants and complainants by panel firms. The FTP team also underwent Mental Health First Aid Training with St John of God's Hospital.
- **Outreach** – The FTP team were invited to Beaumont Hospital, Naas General, UCD, the Hermitage Clinic, Joseph's Raheny and St James' Hospital where we met with an audience ranging from Directors of Nursing to students at the start of their career. We spoke to approximately 400 nurses, midwives, and student nurses and midwives about the Code and its application in practice, using case studies to bring the Code to life and simplify the FTP process.

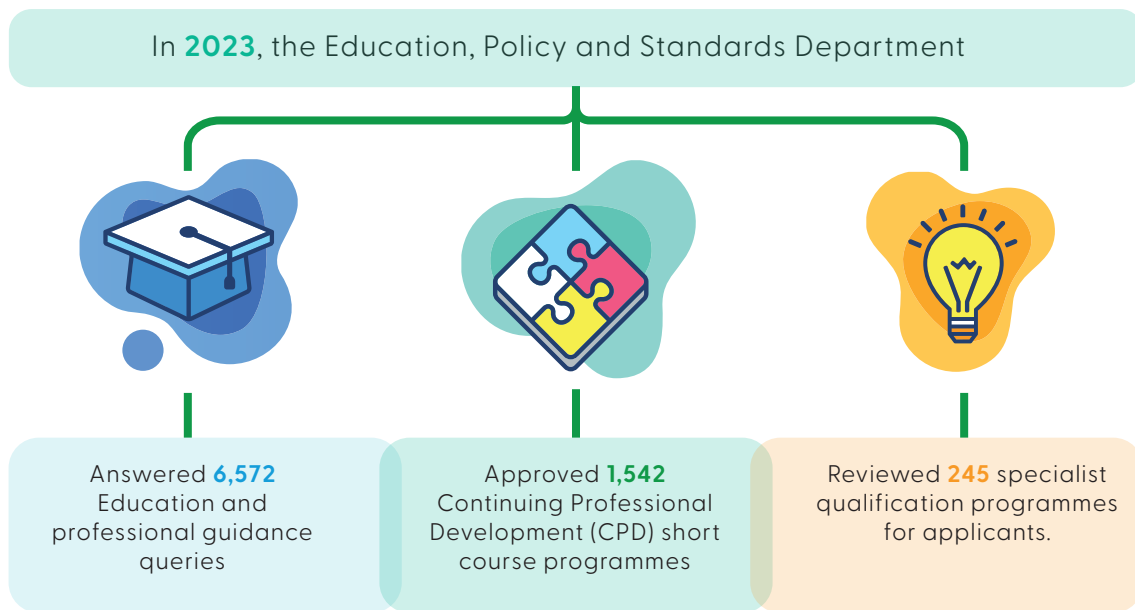


7

**Education, Policy
and Standards**

Education, Policy and Standards

The Education, Policy and Standards Department is committed to fulfilling its key objectives, as outlined in our statement of strategy. Throughout the year, we focused on promoting high standards of education, training and practice, and conduct amongst nurses and midwives. The work of the department is captured within this section.



Projects completed and approved by the NMBI Board

Undergraduate Clinical Learning Environment Audit tool

The Education, Policy and Standards Department has developed a new audit tool to assess practice environments for registration programmes. The tool replaces the National Quality Learning Environment Audit Tool (NQCLE) and has been updated to improve the audit process. As part of this revision process, we held a workshop to consult with key stakeholders. Based on their feedback, we developed a condensed and improved audit tool. The new *Practice Environment Audit for Registration Programmes* (PEAR) tool was presented and approved by the Board in November 2023.

Undergraduate Digital Health Competencies

In May 2022, the Director of Education, Policy and Standards began a scoping exercise with Loretto Grogan, National Chief Nursing and Midwifery Information Officer, HSE and Dr Vanessa Clarke, Assistant Director of Nursing, Nursing and Midwifery Planning and Development, to develop draft standards and requirements for digital health competencies for undergraduate education programmes.

The document aims to guide education bodies and their healthcare practice partners in delivering undergraduate education programmes to ensure students are confident in accessing and managing up-to-date, quality-assured digital health systems and solutions.

NMBI established a national working group with experts in the field of digital health from various services across the nursing and midwifery divisions. These included the HSE, the Nursing and

Midwifery Planning and Development Unit (NMPDU), the Office of the Nursing and Midwifery Services Director (ONMSD), the Department of Health, Group Directors of Nursing and Midwifery, Education Bodies and union representatives.

A public consultation on the draft version was held in February 2023. Additional communication methods were used to promote the consultation and encourage participation in the survey, including on social media and the NMBI eZine.

Approximately 50 stakeholders provided responses and overall, the document was well received. Following feedback from the expert working group the revised version was approved by the NMBI Board approved in May.

NMBI officially launched the first edition of the standards and requirements at a webinar in June. They are the first standards by an Irish regulator for undergraduate students supporting developments in healthcare nationally.

Graduate Entry General Nurse Registration Education Programme Standards and Requirements

In June, NMBI launched the first standards and requirements for graduate entry nursing education programmes. The standards and requirements provide the first education pathway in Ireland for people who already hold a National Framework of Qualifications (NFQ) level 8 undergraduate bachelor's degree and wish to complete an education programme in general nursing.

The standards and requirements were developed following extensive consultation with stakeholders over the course of 2022 and 2023. Consultations incorporated meetings, surveys, workshops and focused engagement.

Major themes arising from the consultation were the minimum entry requirements, internship timeframe and the NFQ level for the programme. The standards and requirements, along with a comprehensive consultation document, were brought to the Education, Training and Standards Committee and presented to the Board who approved them in May.

Public Health Nursing Education Programme Standards and Requirements

The standards and requirements for public health nursing were fully revised in 2023 having been first developed in 2005 and re-issued in 2015.

The revised standards and requirements were developed following a public consultation and reflect the new delivery of healthcare model as outlined in the context of Sláintecare. The third edition of the standards and requirements was launched at a webinar in August.

Position Statement on Guiding Principles for Telehealth

In November, the NMBI Board approved a position statement on the guiding principles for Telehealth Nursing and Midwifery. This is the first time that NMBI has provided a position statement to inform registrants on their practice.

Telehealth is a broad term that encompasses any service where healthcare is delivered remotely through technology. In recent years many nursing and midwifery services are delivered via telehealth, with services including triage, advice, support, consultation for minor ailments, home nursing and nursing diagnoses. Telehealth is quickly evolving in healthcare and is often a challenging one to regulate.

NMBI developed a position paper supporting the American National Council of State Boards of Nursing (NCSBN) *Guiding Principles for Telehealth Nursing* (2022). The NCSBN developed telehealth principles following extensive research and consultation to provide a regulatory solution to borderless healthcare delivery for registered nurses and midwives. These evidence-based principles were developed focusing on public protection and to provide a basis for increased communication, enhanced understanding and shared research across jurisdictions.

As an associate member of the NCSBN, NMBI is endorsing these practice principles for nurses and midwives working in the area of telehealth in Ireland. An information campaign will follow for registrants and employers in 2024.

Site Inspections

As part of our remit, we set the education standards and requirements for pre-registration and post-registration programmes, as well as specialist practice education programmes for registrants.

Nursing and midwifery education programmes are submitted to NMBI for approval by the Board and are monitored on an ongoing basis. To ensure that the statutory and regulatory requirements of NMBI are met, site inspections are carried out on education bodies and their practice partners. Following site inspections, programmes are submitted to the Board for approval for a further five years.

As part of a site inspection, we:

- meet with the education body and faculty members, students, lecturers, technical, administrative and clinical staff
- review course documents, policies and reports, and
- visit 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.

Site inspections conducted

In 2023, site inspections were carried out on five education bodies and their practice partners. Details of each inspection is outlined in the table below.

Education body	Dates	Registration programmes reviewed and monitored	Practice partner sites
University College Dublin	7–10 March and 29 March	<ul style="list-style-type: none"> • General Nursing • Mental Health Nursing • Children's and General Nursing • Midwifery • Advanced Practice (Nursing and Midwifery) • Medicinal Prescribing (Nursing and Midwifery) • Public Health Nursing • Tutors (Nursing and Midwifery) 	17
St Angela's College, Sligo, (now Atlantic Technological University, St Angela's)	25–28 April	<ul style="list-style-type: none"> • General Nursing • Intellectual Disability Nursing 	14
University of Limerick	9–12 October	<ul style="list-style-type: none"> • General Nursing • Mental Health Nursing • Intellectual Disability Nursing • Midwifery • Advanced Practice (Nursing and Midwifery) • Medicinal Prescribing (Nursing and Midwifery) 	20
Atlantic Technological University, Mayo	21 and 24 November	<ul style="list-style-type: none"> • General Nursing • Mental Health Nursing 	12

Queens University, Belfast

In November, an introductory site visit was held to explore potential pathways for accrediting undergraduate programmes that lead to direct NMBI registration. Several avenues were discussed and are being progressed to support an all-Ireland approach to nursing and midwifery education and registration.

Site inspection reports

The 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 their practice partners 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. Following a site inspection, a full report is published on the NMBI website.

In 2023, the Board of NMBI approved four site inspection reports. In March, the Board approved the site inspection reports for Trinity College Dublin (TCD) and Technological University of the Shannon, Athlone (TUS), both of which were carried out in 2022. The site inspections for University College Dublin (UCD) and St Angela's College, Sligo (StACS) were carried out in March and April, and approved by the Board in July.

Monitoring update reports following site inspection and Board approval

Education bodies and their practice partners must provide updates to conditions and recommendations set by the Board based on site inspection programme approvals. Following an inspection, each education body is reviewed in terms of requirement compliance ratings. A percentage of overall compliance is attributed once all partially compliant and non-compliant requirements are taken into consideration. This is also completed at a programme level.

Education bodies submit a monitoring update report six months following Board approval of the initial site inspection report. The monitoring report indicates areas where the education body has worked on conditions and recommendations made by NMBI at time of inspection.

Any requirements that have an outstanding compliance rating of partially compliant or non-compliant are captured as part of the annual report process.

The table below outlines the improvements made by the sites over a six-month period with monitoring reports published on the NMBI website for the first time in 2023.

Monitoring reports published in 2023	Overall compliance rating at inspection	Overall compliance rating at six months
Atlantic Technological University Donegal (formerly LYIT)	93%	99% (↑ 6%)
University College Cork	93%	98% (↑ 5%)
Trinity College Dublin	91%	98% (↑ 7%)
Technological University of the Shannon	93%	96% (↑ 3%)

Post-graduate programmes

Seven education bodies submitted a variety of programmes from single modules through to Master's degree awards that support areas of practice. In 2023, we reviewed and approved 133 programmes. These programmes are approved for a period of five years. During the approval period, they will be monitored annually. There are 432 post-graduate programmes being monitored within the five-year approval timeframe.

Education body	Number of programmes approved
Atlantic Technological University, Sligo	7
Office of the Nursing and Midwifery Services Director (ONMSD)	1
Royal College of Surgeons Ireland	7
Technological University of the Shannon	4
Trinity College Dublin	49
University College Cork	12
University College Dublin	53

Reviewed and approved at site inspections in 2023		
Undergraduate programmes	11 nursing	2 midwifery
Post-graduate programmes leading to additional registration	18 nursing	4 midwifery
Post-graduate programmes	87 nursing	4 midwifery
Direct submissions reviewed and approved at ETS/Board in 2023		
Post-graduate programmes	19 nursing	1 midwifery

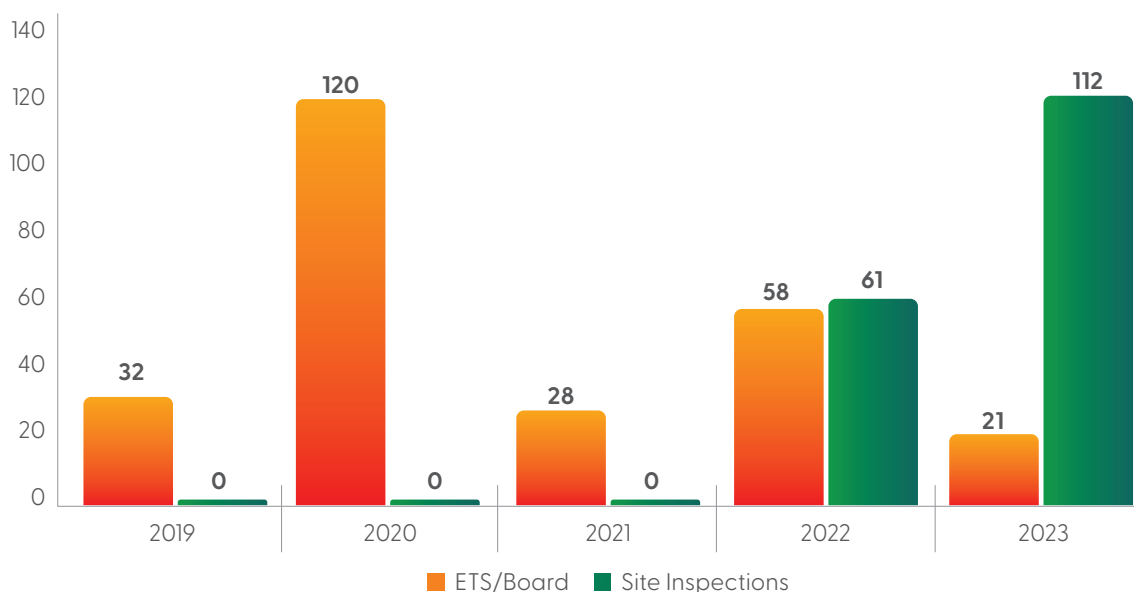
Post-graduate programme approval routes

Post-graduate programmes are approved and monitored in adherence to the *Policy for Programme Approval and Monitoring*, NMBI 2022 (First Edition). The policy introduced the option of reviewing post-graduate programmes as part of the education body site inspection process. Programmes can be submitted for review individually or as part of the site inspection process for approval by the Education, Training and Standards Committee and the Board.

Based on this new approach, more education bodies are choosing to have their existing programmes reviewed and reapproved during site inspections.

This provides the Board with a more rounded review as programmes are examined from both an academic and practice perspective. This allows real-time feedback from academic staff, practice staff and students undertaking the programmes, which enriches the process as opposed to the previous system of direct submissions for paper-based reviews within the department.

Programmes approved by route



Adaptation and assessment programme providers – revalidation

The Education, Policy and Standards Department worked with the Registration Department ensure that all current providers of adaptation and assessment programmes meet the standards and requirements of NMBI compensation measures.

As we are seeing an increase in overseas applications, we want to ensure adaptation sites are prepared to support nurses and midwives in demonstrating their competency for registration. In 2023, the Education, Policy and Standards Department developed new applications forms to streamline the revalidation process. Existing providers were invited to submit their applications to provide evidence of continued compliance. New providers were also invited to submit applications for consideration.

In total, 43 provider site applications were assessed by the Education, Policy and Standards Department and recommendations were made to the Registration Committee for consideration. Below is a breakdown of the applications assessed by division of the Register.

Division	Re-validation for existing site providers	New site providers	Total successful site provider applications
General Nursing	17	5	22
Mental Health Nursing	3	2	5
Children's Nursing	0	1	1
Midwifery	8	7	15
Total	28	15	43

Ongoing Projects

Recognition of Prior Learning (RPL)

Recognition of Prior Learning (RPL) allows an individual to reskill and upskill by taking their previous learning into consideration. Prior learning is identified, assessed and recognised by an educational body as part of their programmes, courses and modules in the National Framework of Qualifications.

In 2023, NMBI held three workshops with over 50 academic and RPL leads to develop a framework that optimises consistency in the implementation of RPL across education bodies providing nursing programmes in Ireland.

The workshop allowed us to discuss key topics and what it means to the education of nurses and midwives.

Some of the main themes that were discussed at the workshops included:

- mapping to programme learning outcomes
- recognition of formal learning hours and clinical experience for RPL
- portfolios for evidence
- consideration of bridging module for non-health care related degree applicants.

Work on the framework is in progress and due to be completed in 2024.

Professional Competence Scheme

Building on engagement with our stakeholders and project work undertaken during 2022, 2023 has been a year of bringing the professional competence scheme project to life in real terms and being cognisant of how this will affect the day-to-day activities of nurses and midwives, now and into the future. One of the main objectives of NMBI is to provide a scheme that is proportionate, flexible, practical and feasible.

In 2023 the project team undertook further desktop research on an appropriate, user-friendly model for nurses and midwives to record and maintain their practice through continuing professional development (CPD). The aim is to design a simple, easy to use framework model, compatible with what is already used in the wider system. The project team also scoped out the practicalities of how this will operate for public and private nurses and midwives and their employers.

The Professional Competence Scheme (PCS) Steering Group was established in Q4 to drive the project to completion with an aim of launching the scheme on a voluntary basis in January 2025.

Draft versions of the guidelines for the individual registered nurse and registered midwife have been initially circulated through the PCS Steering Group, keeping public safety to the forefront. Discussions took place on potential areas of contention and a final draft of the guidelines completed for use with the public consultation process.

A public consultation of the draft individual scheme commenced on the 19 December 2023 and will close mid-February 2024.

Code of professional conduct and ethics

One of the key objectives, as part of our strategy, is to update the Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives. The updates will make the Code as easy as possible to understand and more relevant to registrants across all practice settings.

In 2023, we commenced a review of the existing Code. We aim to incorporate other key documents into the Code including the Values for Nurses and Midwives in Ireland; the Scope of Nursing and Midwifery Practice Framework; record keeping; social media guidance and research ethics. A working group will be established and a public consultation will be held on the new Code in 2024.

Department of Health Expert Review Body (ERB)

Members of the Education team contributed to the ongoing work arising from the Department of Health's Expert Review Body (ERB) on Nursing and Midwifery Report. Following agreement from the ERB Oversight Group, several implementation actions groups were established in May 2023, with work planned for 12 – 18 months to progress priority recommendations from the report. Leadership and support were provided in the following manner:

- Implementation Action Group 1: Education and Professional Development
- Chairperson for IAG1 – Director of Education, Policy and Standards
- Secretariat for IAG1 – Staff Officer, Education Policy and Standards Implementation Action Group 2: Workforce
- Regulation representative for IAG2 – Professional Officer, Education, Policy and Standards.

Careers centre

NMBI works with the HSE and other key stakeholders to provide information and promote nursing and midwifery as a career of choice.

Careers information is provided on a dedicated section of NMBI's website and in 2023, we redeveloped this section. Information is now provided in a streamlined format, focusing on the entry routes for prospective students. Resource packs are available to the public to download and are used for promotional purposes.

In September, we attended the annual Irish Times Higher Options fair in partnership with the Office of the Nursing and Midwifery Services Director (ONMSD) to provide second level students with information on higher-level nursing and midwifery education. The event is attended by over 30,000 people from across the country each year. Members of the Education, Policy and Standards Department participated in the three-day event and led a daily panel discussion to share insights and promote the professions. We were joined by a number of recent graduates who shared their own student experiences on the programmes.

We also attended and spoke at 'Pathways Education and Career Conference' in Galway in November. This event provides students in the West of Ireland with an opportunity to learn about further education, training and employment options available to them post-Leaving Certificate. Over 1,000 second-level students attended the event and we provided information on careers in nursing and midwifery.

Mature applicant testing

NMBI, in partnership with our contracted suppliers AON Ireland, delivered the assessment testing for mature applicants applying to nursing and midwifery undergraduate programmes through the Central Applications Office (CAO). The assessment tests were held in May and the results were provided to the CAO in June. 864 candidates completed at least one assessment, with 593 candidates achieving the benchmark passing score. Figures from the CAO show that there were 14,846 applications to nursing and midwifery undergraduate education programmes in 2023, with 2,231 acceptances.

Midwifery stakeholder engagement with external bodies

Midwifery stakeholder engagement continued to be a priority in 2023 and NMBI contributed to the following groups:

International

- International Confederation of Midwifery, Bali, Indonesia
- European Midwives Association, Athens, Greece – Online attendance

National (January - April 2023)

- CORU - Finding a space for Kindness: Public Protection and Health Professional Regulation
- All Ireland Maternity & Midwifery Festival

National (July – December 2023)

- Examination of Newborn, University College Dublin
- Examination of Newborn, Advanced Nurse Practitioner, The Rotunda Hospital
- Midwifery Legal & Ethical Issues, Deputy Chief Director of Nursing, Royal College of Surgeons in Ireland
- Ireland East Hospital Group Homebirth Learning event.
- National Patient Safety Conference
- National Women & Infants Health Programme – Maternal Morbidity Conference
- National Women & Infants Health Programme – Midwifery Taskforce
- Office of Nursing & Midwifery Service Division
- Chief Nursing Office – Midwife Advisor
- The Coombe Maternity Hospital
- Lead Midwife for Education, Queens University, Belfast
- Private Midwives



8

**Chief Executive's Office
and Operations**

Chief Executive's Office and Operations

Throughout 2023 the Operations Department and the CEO's office worked to ensure the effective, efficient and sustainable running of the organisation. The team also advanced key improvements and projects, as outlined in the statement of strategy, aimed at delivering better public services and enhanced support to colleagues.

Human Resources

During 2023, the Human Resources (HR) Department focused on building capacity and capability within the organisation, in line with NMBI's Statement of Strategy 2023-2025. This was done through completing a workforce review and planning, as well as talent acquisition, in line with the statement of strategy. There was also a focus on staff development and wellbeing, internal communications and ensuring robust policies and processes are in place. In collaboration with the Department of Health, NMBI's (sanctioned) staffing level increased to 75.6 whole-time equivalents by the end of the year.

A comprehensive organisation-wide workforce review was completed and approved by the Board in 2023 to ensure that NMBI has the resources, talent, skills and capability to deliver on its key strategic objectives.

Throughout the year, recruitment activity continued, focused on increasing capacity across all areas of the organisation. In total, 16 staff roles were filled, with the majority appointed to the Registration, Digitisation and Operations Departments. Appointments were also made to the Senior Management Team, including the Director of Fitness to Practise and the Director of Professional Standards – Midwifery.

Separately, there were four temporary agency appointments in 2023 which demonstrates a continued decrease in the reliance of external agency support.

In 2023, NMBI achieved recognition as a Great Place to Work®. This was a great achievement and recognition of the culture that all in NMBI have worked to build. Some of the key findings included:

- 84% said NMBI is a great place to work.
- 85% said they feel a sense of pride at what is accomplished.
- 93% said new staff are made to feel welcome when they join, while 91% said NMBI is a friendly place to work.
- 92% have a high trust in diversity and inclusion in the organisation.

There were also a number of suggestions and areas for improvement, which are being worked on with the internal communications team.

In 2023, NMBI continued to place a great emphasis on our people and strengthening a supportive, progressive and inclusive culture, ensuring opportunities were provided to grow, develop and progress within the organisation. Staff were supported in their development and training. Several initiatives were facilitated, including courses in both soft and technical skills, continuing professional development initiatives, and health and safety. Formal education programmes were also supported in areas such as project management, communicating for performance, management excellence, Board secretary duties, effective business writing, quasi-judicial decision making, driving digital innovation, and leadership and management.

We held Quality Customer Service training for the Registration and Fitness to Practise Departments. Participants explored the subject of complaints and difficult interactions to equip them with the skills and knowledge to effectively deal with difficult customers, while also learning how to stay resilient in the aftermath.

Mental Health First Aid training took place in December 2023, during which participants learned how to assist someone who is developing a mental health problem or is in a mental health crisis. The feedback was hugely positive and it is envisioned this course will be rolled out across the organisation in 2024.

NALA Plain English training was provided across the organisation, with 51 staff attending in total. Participants learned how to communicate key messages in a clear and more understandable way.

Initiatives to support a positive culture, health and wellbeing were also delivered in 2023, with wellbeing webinars available to staff including, *'Enhance your Emotional Intelligence and Wellbeing'* and *'Cultivating a Growth Mindset'*.

Communications

During 2023, the Communications Department focused on widening and expanding engagement with stakeholders across a number of key areas including public affairs, website management, publication and presentation support, internal communications, event management and social media.

Engagement with public representatives was also an area of focus and during the year 51 queries were responded to from members of the Oireachtas, as well as 50 Parliamentary Questions (PQs) and 88 Ministerial Representations (MRs).

Communications played a central planning and delivery role in key activities and initiatives including:

- The 2023 annual registration renewal process.
- The launch of NMBI's Statement of Strategy 2023-2025 in April.
- NMBI's Forum: Conversations on Nursing and Midwifery Regulation in May.
- The development and publications of NMBI's Customer Service Charter and Action Plan 2023-2025.
- The four-part NMBI Series which took place across the country in September and November.
- The Role of the High Court in Fitness to Practise Regulatory Matters seminar in Dublin in September.
- The Irish Times Higher Options careers fair in September.
- The National Student Midwife Debate held in UCD in November.
- The State of the Register 2023 report.
- Education webinars including Decision-making in advanced practice for Advanced Nurse and Midwife Practitioners, Public Health Nursing Education Programme Standards and Requirements and the RUN ME Research Report.
- Redeveloping the Careers section of the website.

The team also supported the Fitness to Practise Department during public inquiries, responding to media queries and offering assistance to journalists covering hearings.

In April 2023, NMBI established a presence on Instagram to engage with stakeholders and update them on NMBI's work. The Communications team manages NMBI's social media channels, X (formerly known as Twitter), LinkedIn and Instagram, which have seen a steady increase in followers.

During the year, 12 eZines were published and emailed to registrants and subscribers. Communications also supported other NMBI departments to coordinate, update, design and publish guidance documents and material throughout the year, with 79 documents and booklets published.

The cross-departmental internal communications group developed several internal communications initiatives to support staff interaction, including participation in the Mazars Step Challenge in January 2023, a clean-up day in Blackrock in April to mark World Earth Day and a Global Tapas fundraising event in September for Pieta House. In total, NMBI raised over €2,100 for Pieta House. In November, the internal communications group established the relationship with NMBI's new charity partner: Our Lady's Hospice and Care Centre – Harold's Cross, Blackrock and Wicklow. Five issues of the *OurNews* staff newsletter were published in 2023.

The Communications Department is responsible for the management of the NMBI website. During 2023, we published 88 news stories on www.nmbi.ie.

There was also an increased focus on best practice and compliance, including the preparation of a key communications' policies and guidelines.

Data Protection

During 2023, the Data Protection Department worked on an action plan for the organisation to improve our compliance and build on our privacy framework. Key actions included:

- In-person data protection training, delivered to over 90% of staff.
- Creation of a data champion group with members from all NMBI departments.
- Information governance monthly meetings focused on IT and Data Protection.
- Implementation of a cookie management platform on the NMBI website.
- Heightened staff awareness on our privacy requirements, achieved through posters and articles in our internal newsletter.
- Review of data held by NMBI data systems.
- Drafting and reviewing of policies and procedures.

The Data Protection Department received seven subject access requests in 2023. All were fulfilled completely and closed in line with the timelines. There was one reportable breaches to the Office of the Data Protection Commissioner (ODPC).

Key areas for NMBI in 2024 will be to establish and implement a data retention policy and schedule across the organisation and continue to embed privacy within NMBI.

Freedom of Information

NMBI is a prescribed organisation under the Freedom of Information Act 2014. In 2023, the organisation remained compliant with the legislation by responding in a timely fashion to assist requesters and reporting on our engagement with the legislation. There were 12 freedom of information requests received, two of which were processed outside the FOI parameters. One decision was appealed to the Information Commissioner and was later withdrawn by the requester. Four requests were made for personal data and eight were for non-personal data. Of the 12 requests, three were received from business representatives, two from journalists and seven from members of the public.

IT

IT, led by a new IT Manager in 2023, worked to provide effective and best practice solutions to support the organisation. The team also focused on implementing the role-out of cloud-based solutions.

Preparations have been made for upgrading key operational IT systems, in line with the overall objective of minimising onsite equipment in favour of cloud technologies.

Data and system security has been a key focus during 2023, as in previous years, with the challenges imposed by external actors evolving rapidly. An external IT security audit was carried out to enable further improvement.

Facilities

The facilities team, assisted by a facility management company, have increased their emphasis on energy management, staff welfare and achieving value for money. Decreases in energy usage, including measures such as switching off the heating when the building is not in use, have led to reductions of up to 15% in gas bills. Several key initiatives and improvements were completed during 2023, including the replacement of all the existing fluorescent lighting on site with LED, which consumes 80% to 90% less energy than incandescent and halogen lights. Other initiatives include the lodging of planning permission to remove car stackers from the car park, and updating NMBI's health and safety policies and procedures.

Finance

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

NMBI's financial accounts will be audited in 2024. This is a preliminary financial note. NMBI generated a total income in 2023 (provisional) of €12m. This income (unaudited) was derived from the Annual Renewal Fee (€7.93m); registration fees (€3.2m) other fees/income €813k. An annual fee of €100 is charged to each registrant for the retention of their name on the Register. In 2023, approximately 85,910 fee notices were sent to nurses and midwives. As of November, initial registration fees are mainly made up of applications to join the Register. Of the €3.2m, overseas applications accounted for €2.84m, restorations to the Register by registrants who were previously removed from the register and other services provided by the NMBI to registrants.

Procurement

The Procurement Department managed 13 procurement activities for the organisation throughout the year.

Contracts were awarded across all departments in 2023. A new procurement plan and policy was drafted for 2024.

Risk management

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

The Board has ultimate responsibility for risk management in the NMBI and approves the NMBI risk management policy and risk appetite.

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 and are considered by individual committees, integrating risk management throughout the organisation. Risk is also part of the business planning process at NMBI and business plans are aligned to the Risk Register.

Access to Information on the Environment (AIE)

Access to Information on the Environment Regulations (AIE) gives everyone the right to request environmental information that is held by a public body. In 2023, no requests were received by NMBI under the AIE Regulations.

Equality, diversity and inclusion

NMBI is committed to creating an environment that promotes diversity and inclusion amongst our staff in line with our Diversity and Inclusion Policy, 2021.

NMBI registrants reflect a female majority, with more than 90% of all nurses and midwives identifying as women. The level of gender diversity in the profession is also reflected at NMBI, with 75% of staff identifying as women. NMBI does not implement gender quotas when hiring new staff. All NMBI's recruitment is carried out on an equal opportunity basis.

At the end of December 2023, of the 23 NMBI Board members, 13 were women and ten were men. Of the NMBI Senior Management team, which comprises a CEO and five senior managers, there are five women and one man.

Section 42 Public Sector Equality and Human Rights Duty

Public Service Duty comes under Section 42 of the Irish Human Rights and Equality Act 2014. Public bodies are required to seek to eliminate discrimination and promote equality of opportunity and treatment and protect the human rights of its staff and all people to whom it provides services.

NMBI seeks to ensure that we continue to embed equality and human rights in our work and in the way we engage with our stakeholders.

Official Languages Act 2021

NMBI publishes public facing documents, such as our annual report and audited financial statements in Irish, in accordance with our legal obligation under the Official Languages Acts 2021.

Protected disclosures

The Protected Disclosures (Amendment) Act 2022 provides for the protection of workers from being penalised because of disclosures they make that they believe are in the public interest. No protected disclosures were made to NMBI in 2023.

NMBI's Protected Disclosures Policy expresses its commitment to addressing concerns about potential/possible wrongdoing that may arise and protecting workers who make reports of wrongdoing under the policy.

Climate action fund

NMBI is committed to making every effort to be energy efficient. In 2023, NMBI remitted payment to the 2023 Climate Action Fund to the value of €610.70 to offset emissions associated with official air travel.

- Total Kilometres travelled via flights: 205,198.
- Total tonnes of CO2 applicable: 12.59
- Total Amount Payable: €610.70

Compliance with Prompt Payment of Accounts Act 1997

Payment of invoices is governed by the Prompt Payment of Accounts Act, 1997 as amended by the Statutory Instrument 580 of 2012, which took effect on 16 March 2013. Late Payments by NMBI to suppliers are governed by the Prompt Payment of Accounts legislation. Under this legislation, suppliers who submit valid invoices are paid within 30 days from the date of receipt. NMBI reports quarterly, to the Department of Health, on compliance with this legislation.

Customer Action Plan

NMBI's Customer Service Charter and Action Plan 2023-2025 was developed following a public consultation held from 31 May to 12 July 2023.

Our Customer Service Charter outlines the level of service NMBI aims to provide to our customers. We aim to provide high quality, timely, efficient and courteous customer service, always treating customers equally. All complaints, corporate or otherwise, will always be treated confidentially and sensitively.

NMBI aims to action our Customer Service Charter within the framework of the Twelve Principals of Quality Customer Service, as outlined in our Customer Service Action Plan 2023-2025.

Appendices

Appendix 1: Members of the NMBI Board 2023



Dr Louise Kavanagh
McBride



Áine Lynch



Anne Marie Duffy



Conan McKenna



Don Faller



Gautam Gulati



John Horan



Joseph Shalbin



Louise Collins



Lydia Buckley



Dr Margaret Murphy



Marian Vaughan



Mark Johnston



Mary Leahy



Mary Rose Loughnane



Mittu Alungal



Muireann
Ní Shúilleabháin



Niamh Murphy



Ray Dolan



Richard Bruton



Terry McGonigal



Thomas Glynn



Kate O'Halloran

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 2023 are set out on the following pages. Twelve new members were appointed to the Board in January 2023 and one member was re-appointed.

For details on the Board meeting schedule and attendance during 2023, please refer to Appendix 2.

Appendix 2: NMBI Board meetings 2023

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 are absent from six consecutive scheduled meetings without the Board granting leave may be required to cease office (Paragraph 9 of the Schedule of the Nurses and Midwives Act 2011, as amended). 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. Scheduled Board meetings, which all members are required to attend, are shown separately to meetings which were specially convened. These specially convened meetings considered matters such as:

- No prima facie (NPF) recommendations from the Preliminary Proceedings Committee (PPC) – members of the PPC do not attend.
- 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 – members of the PPC should not attend unless required for a quorum.
- Miscellaneous matters.

There were 23 Board meetings in total in 2023:

- 13 of these were scheduled Board meetings which all members were required to attend.
- Ten were special Board meetings. Not all members were eligible to attend all of these meetings.

Board member	Total number of Board meetings attended	Scheduled/required Board meetings attended	Special Board meetings attended
Dr Louise Kavanagh McBride (President)	17	10	7
Áine Lynch (Vice President)	15	12	3
Anne Marie Duffy	11	6	5
Conan McKenna	14	11	3
Don Faller	8	8	0
Gautam Gulati	7	6	1
John Horan	17	12	5
Joseph Shalbin	11	9	2
Kate O'Halloran	10	10	0
Louise Collins	14	10	4
Lydia Buckley	16	8	8
Dr Margaret Murphy	10	6	4
Marian Vaughan	13	9	4
Mark Johnston	16	8	8
Mary Leahy	16	11	4
Mary Rose Loughnane	9	8	1
Mittu Alungal	11	8	3
Muireann Ní Shúilleabháin	20	13	7
Niamh Murphy	9	8	1
Ray Dolan	14	10	4
Richard Bruton	20	11	9
Terry McGonigal	11	9	2
Thomas Glynn	15	8	7

Appendix 3: Committee members and meetings 2023

Audit and Risk Committee

There were four meetings of the Audit and Risk Committee in 2023.

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

Chairperson: John Horan

Members	Number of meetings attended
Board members	
John Horan ¹	4
Áine Lynch	3
Lydia Buckley	2
Non-Board members	
Liam Hannaway	2
Chris McCann	3
Philip Brady	3

1. John Horan was appointed Chair of the Committee on 25 January 2023

Business, Strategy and Finance Committee

There were six meetings of the Business, Strategy and Finance Committee in 2023.

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

Chairperson: Conan McKenna

Member	Number of meetings attended
Muireann Ní Shuilleabháin ²	4
Ray Dolan ²	4
Conan McKenna	6
Louise Collins	5
Dr Louise Kavanagh McBride	4
Richard Bruton	6

2. Muireann Ní Shuilleabháin and Ray Dolan were appointed to the Committee on 13 February 2023

Education, Training and Standards Committee

There were four meetings of the Education, Training and Standards Committee in 2023.

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

Chairperson: Anne Marie Duffy

Members	Number of meetings attended
Board members	
John Horan	4
Anne-Marie Duffy ¹	4
Marian Vaughan	3
Thomas Glynn ²	4
Don Faller ²	4
Mark Johnston ²	4
Non-board members	
Steve Pitman	2
Orla Daly	4
Mairead Boland	2
Grainne Gaffney	4
Judy McEntee ²	4

1. Anne Marie Duffy was appointed Chair of the Committee on 17 April 2023.

2. Thomas Glynn, Mark Johnston, Don Faller and Judy McEntee were appointed to the Committee on 13 February 2023.

Midwives Committee

There were four meetings of the Midwives Committee in 2023.

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

Chairperson: Dr Margaret Murphy

Members	Number of meetings attended
Board members	
Dr Margaret Murphy ¹	4
Kate O'Halloran ²	4
Joseph Shalbin	3
Non-board members	
Karen Harmon	3
Lorraine Mulligan	3
Nicola Maher	2
Elaine Finucane	1
Mary Rowland	2
Maeve Boyle	2
Hope Davidson	2

1. Margaret Murphy was appointed Chair of the Committee on 21 March 2023.

2. Kate O'Halloran was appointed to the Committee on 13 February 2023.

Preliminary Proceedings Committee

There were ten meetings of the Preliminary Proceedings Committee in 2023.

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

Chairperson: Don Faller

Members	Number of meetings attended
Board members	
Niamh Murphy	6
Don Faller ¹	9
Kate O'Halloran ²	4
Áine Lynch	9
Terry McGonigal ²	6
Non-board members	
Colum Bracken	9
Geraldine Campbell	9
Andrew Popplewell	9
Deirdre Naughton	9
James Doorley	9
Brendan O'Dea	8

1. Don Faller was appointed Chair of the Committee on 24 May 2023.

2. Terry McGonigal, Niamh Murphy and Kate O'Halloran were appointed to the Committee on 13 February 2023.

Registration Committee

There were six meetings of the Registration Committee in 2023.

Committee structure: Nine members (five Board members and four non-Board members).

Chairperson: Thomas Glynn

Members	Number of meetings attended
Board members	
John Horan	3
Louise Collins	5
Marian Vaughan ²	3
Thomas Glynn ¹	5
Jospeh Shalbin	4
Non-board members	
Mark Jordan	2
Marie Kehoe	2
Clare Kennedy ²	4
Sinéad Quinn ²	4

1. Thomas Glynn was appointed Chair of the Committee on 21 March 2023.

2. Marian Vaughan, Clare Lewis and Sinéad Quinn were appointed to the Committee on 13 February 2023.

Appendix 4: Chairperson's comprehensive report to the Minister

Minister Stephen Donnelly
Department of Health
50 – 58, Block 1, Miesian Plaza
Baggot Street Lower
Dublin 2 D02 XW14

THE NURSING AND MIDWIFERY BOARD OF IRELAND CHAIRPERSON'S COMPREHENSIVE REPORT TO THE MINISTER

The Nursing and Midwifery Board of Ireland is committed to applying the highest possible standards of governance and fiduciary diligence in the responsibility and proper management of public funds.

As President, I acknowledge my responsibility for furnishing an annual comprehensive report to the relevant Minister, as required under section 2.6 of the Code of Practice for the Governance of State Bodies (revised 2016).

Commercial developments

For the financial year ended 31st December 2023, the Nursing and Midwifery Board of Ireland did not enter into any commercially significant developments, including the establishment of subsidiaries or joint ventures and share acquisitions.

Off-Balance Sheet transactions

For the financial year ended 31st December 2023, the Nursing and Midwifery Board of Ireland reported no off-balance sheet financial transactions.

Public sector guidelines

For the financial year ended 31st December 2023, the Nursing and Midwifery Board of Ireland can confirm that all appropriate procedures for financial reporting, internal audit and asset disposals are being carried out. The Nursing and Midwifery Board of Ireland can further confirm that Government travel policy requirements are being complied with in all respects.

The Nursing and Midwifery Board of Ireland had included a statement on the system of internal control in the format set out in the Code of Practice for the Governance of State Bodies (revised 2016) and including, in cases where a breach of this system has been identified, an outline of the steps that will be taken to guard against such a breach occurring in future.

Code of Business Conduct

For the financial year ended 31st December 2023, the Nursing and Midwifery Board of Ireland can confirm that Codes of Conduct for the Board and staff members have been put in place and adhered to.

Pay scales

For the financial year ended 31st December 2023, the Nursing and Midwifery Board of Ireland can confirm that Government policy on the pay of the Chief Executive and all staff members, as well as Board member fees, are being complied with.

Post Balance Sheet events

For the financial year ended 31st December 2023, the Nursing and Midwifery Board of Ireland has not identified any significant post balance sheet events.

Compliance to the Public Spending Code

For the financial year ended 31st December 2023, the Nursing and Midwifery Board of Ireland can confirm that procedures are in place to ensure compliance with current procurement rules and guidelines. Matters arising regarding controls over procurement are highlighted below:

Procedures for Protected Disclosures

For the financial year ended 31st December 2023, Nursing and Midwifery Board of Ireland can confirm that procedures are in place for the making of protected disclosures in accordance with section 21(1) of the Protected Disclosures Act 2014 and that an annual report required under section 22(1) of the Act has been published.

Tax compliance

For the financial year ended 31st December 2023, the Nursing and Midwifery Board of Ireland has complied with its obligations under tax law in all respects, to the best of the Board's knowledge.

Legal dispute involving other State Bodies

As at 31st December 2023, the Nursing and Midwifery Board of Ireland was not in any legal dispute involving other State Bodies.

Code of Practice for the Governance of State Bodies (revised 2016)

Nursing and Midwifery Board of Ireland has adopted the Code of Practice for the Governance of State Bodies (revised 2016) and has put procedures in place to ensure compliance with the provisions of the Code. The Nursing and Midwifery Board of Ireland is compliant with the Code of Practice for the Governance of State Bodies (revised 2016).

Gender balance in NMBI membership as at 31 December 2023

The Board had 13 (57%) female and 10 (43%) male members. The Board meets the Government target of a minimum of 40% representation of each gender in the membership of State Boards. In order to address and improve gender balance on the next Board, the Chair of the Board provided details of the current gender balance of the Board to the Minister for Health who is responsible for appointing the Board Members.



Louise Kavanagh McBride
President

27 March 2024
Date

This image shows a single page of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page, typical of notebook or legal stationery. There is no handwriting or other markings on the page.



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

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