



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

Financial Statements  
2022



# **Financial Statements**

**For year end  
31 December 2022**

# Contents

<b>General Information</b>	2
<b>Governance Statement and Board members' report</b>	3
<b>Statement on Internal Control</b>	11
<b>Report of the Comptroller and Auditor General</b>	14
<b>Statement of Income and Expenditure and Retained Revenue Reserves</b>	16
<b>Statement of Financial Position</b>	17
<b>Statement of Cash Flows</b>	18
<b>Notes to the Financial Statements</b>	19

## General Information

Board Members	Appointment	End of term of office
Louise Kavanagh McBride (President)	Reappointed January 2021	January 2025
Áine Lynch (Vice President)	January 2021	January 2025
Joseph Shalbin	January 2021	January 2025
Marian Vaughan	January 2021	January 2025
Louise Collins	January 2021	January 2025
Anne Marie Duffy	January 2021	January 2026
Conan McKenna	January 2021	January 2026
Cyril Sullivan	January 2021	January 2026
Richard Bruton	February 2022	January 2025
Don Faller	February 2022	January 2025
Thomas Glynn	February 2022	January 2025
Margaret Murphy	January 2023	January 2027
Mark Johnston	January 2023	January 2027
Mary Rose Loughnane	January 2023	January 2027
Kate O'Halloran	January 2023	January 2027
Mary Leahy	January 2023	January 2027
Mittu Fabin Alungal	January 2023	January 2027
Gautam Gulati	January 2023	January 2027
Niamh Murphy	January 2023	January 2027
Lydia Buckley	January 2023	January 2027
Muireann Ni Shuilleabhain	January 2023	January 2027
Terence McGonigal*	January 2023	January 2026*
John Horan	January 2023	January 2027
Raymond Dolan	January 2023	January 2027

\*Casual vacancy

### Chief Executive Officer

Sheila McClelland  
(Appointed 24th of June 2019)

### Address

18/20 Carysfort Avenue, Blackrock,  
Co Dublin

### Telephone Number

01 639 8500

### Fax Number

01 639 8595

### Auditors

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

### Solicitors

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

### Bankers

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

## Governance Statement and Board Members' Report

### Governance

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

### Board Responsibilities

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

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

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

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

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

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

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

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

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

## Board Structure

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

Board Members	Role	Date appointed
Essene Cassidy	President	Reappointed 06/12/2017
Louise Kavanagh McBride	President	Reappointed 21/01/2021
Denise Lawler	Board Member	Reappointed 06/12/2017
Mark Blake-Knox	Board Member	Reappointed 06/12/2017
Denis Murphy	Board Member	Reappointed 15/02/2018
Catherine Cocoman	Board Member	Appointed 06/12/2017
Eileen Kelly	Board Member	Appointed 06/12/2017
Liam Hamill	Board Member	Appointed 06/12/2017
Mary Gorman	Board Member	Appointed 06/12/2017
Colm O'Herlihy	Board Member	Appointed 19/06/2018
Anne Horgan	Board Member	Appointed 20/08/2018
John Horan	Board Member	Appointed 17/04/2019
Áine Lynch	Board Member	Appointed 21/01/2021
Joseph Shalbin	Board Member	Appointed 21/01/2021
Marian Vaughan	Board Member	Appointed 21/01/2021
Louise Collins	Board Member	Appointed 21/01/2021
Michael Rigby	Board Member	Appointed 07/05/2021
Anne Marie Duffy	Board Member	Appointed 21/01/2021
Conan McKenna	Board Member	Appointed 21/01/2021
Cyril Sullivan*	Board Member	Appointed 21/01/2021
Thomas Glynn**	Board Member	Appointed 04/02/2022
Richard Bruton***	Board Member	Appointed 21/02/2022
Don Faller****	Board Member	Appointed 21/02/2022

\* Cyril Sullivan resigned from the Board in January 2022.

\*\*Thomas Glynn was appointed to the Board in February 2022 as a casual vacancy to replace Lorraine Clarke Bishop.

\*\*\*Richard Bruton was appointed to the Board in February 2022 as a casual vacancy to replace Siobhán McArdle

\*\*\*\* Don Faller was appointed to the Board in February 2022 as a casual vacancy to replace Laura Sahn

The Board has established eight committees, as follows:

1. **Audit and Risk Committee:** comprises three Board members and three independent members. The role of the Audit and Risk Committee (ARC) is to support the Board in relation to its responsibilities for issues of risk, control and governance and associated assurance. The ARC is independent from the financial management of the organisation. In particular the Committee ensures that the internal control systems including audit activities are monitored actively and independently. The ARC reports to the Board after each meeting, and formally in writing annually. There were four meetings of the ARC in 2022.
2. **Education, Training and Standards Committee** comprises six Board members and five independent members. The Education, Training and Standards Committee (ETSC) monitors adherence to standards and evaluates compliance to standards and criteria for the education and training of nurses and midwives on behalf of the NMBI. There were five meetings of the ETSC in 2022.
3. **Fitness to Practise Committee (FPC) (1985)\*:** comprises sixteen independent members and no Board members. All the members of this Committee were members of the Board pre-2011 and their role is to enquire into complaints referred before the Nurses and Midwives Act 2011. There was 1 inquiry days involving the committee of the FPC 1985 in 2022 considering the last inquiry matter. The Committee is no longer required as there are no further complaints nor inquiries to be concluded under the 1985 Act.
4. **Fitness to Practice Committee (2011)\*:** The Fitness to Practise Committee (FtPC) (Nurses and Midwives Act, 2011) comprised 33 members in 2022, of whom 11 were Board members. The role of the FtPC is to enquire into complaints referred to it by the Preliminary Proceedings Committee under section 61 of the Nurses and Midwives Act, 2011. On completion of an inquiry, the FtPC submits its report to the Board pursuant to section 67 of the Act. There were 70 inquiry days, 10 preliminary applications hearing days (“call-overs”) and 2 meeting days in 2022, giving a total of 82 days.
5. **Business Strategy & Finance Committee** (formerly the Governance and Finance Committee): comprises no more than seven Board members. Six Board members were members of the committee in 2022. The Business, Strategy and Finance Committee (BSF) reviews and makes recommendations to the Board of NMBI in relation to all issues pertaining to the governance of NMBI. There were seven meetings of the BSF in 2022.
6. **Midwives Committee:** comprises ten members, three of whom must be Board members. In July 2022, the Board agreed to increase the membership from eight to ten. The role of the Midwives Committee (MC) is to advise the Board in relation to all areas pertaining to midwifery practice. There were four meetings of the MC in 2022.

\*Under section 6(1)(b) of the Nurses and Midwives Act 2011, the FtPC established under the Nurses Act 1985 continues in being until all cases under the 1985 Act are completed. It has been confirmed that all cases heard under the 1985 Act concluded in 2022. The FtPC established pursuant to section 24(2)(b) of the Nurses and Midwives Act 2011 hears cases under the 2011 Act.

7. **Preliminary Proceedings Committee:** comprises five Board members and six independent members. The role of the Preliminary Proceedings Committee (PPC) is to give initial consideration to complaints. There were seven meetings of the PPC in 2022.
8. **Registration Committee:** comprises five Board members and four independent members. The Registration Committee (RC) considers appeals from applicants for registration who have not been granted direct registration and determines the outcome of such appeals. It makes decisions, advises and makes recommendations to the Board in relation to all issues pertaining to registration. It considers all registration related matters referred to it by the Board or the executive. There were five meetings of the RC in 2022.



## Schedule of Attendance, Fees and Expenses

A schedule of attendance at the Board and Committee meetings for 2022 is set out below including the fees and expenses received by each member:

	Board ***	ARC	ETC	FTPC* *	BSF	MC	PPC	RC	Committee Fees 2022**	Fees 2022	Expenses 2022
<b>Number of meetings</b>	<b>22</b>	<b>5</b>	<b>5</b>	<b>72</b>	<b>6</b>	<b>5</b>	<b>11</b>	<b>5</b>	<b>€</b>	<b>€</b>	<b>€</b>
Essene Cassidy	23	-	-	-	7	-	-	-	-	-	7,933
Louise Kavanagh McBride***	11	-	3	14	2	-	-	-	-	-	5,824
Denise Lawler	4	-	-	-	-	4	-	-	-	5,985	125
Mark Blake-Knox	16	1	-	13	-	-	-	-	4,500	5,985	-
Denis Murphy	16	-	-	1	7	-	9	-	2,700	-	20
Catherine Cocoman	15	-	3	12	-	-	-	-	-	-	-
Eileen Kelly	14	-	-	13	-	-	-	-	-	-	828
Liam Hamill	5	-	-	4	-	-	-	4	-	-	-
Mary Gorman	10	-	-	-	-	3	7	-	-	-	-
Colm O'Herlihy	14	-	-	21	-	-	-	-	6,600	5,985	-
Anne Horgan	9	-	-	-	-	-	6	-	-	-	828
John Horan	21	4	5	-	-	-	-	4	-	5,985	160
Áine Lynch	10	3	-	-	-	-	7	-	-	-	-
Joseph Shalbin	16	-	-	-	-	3	-	4	-	-	-
Marian Vaughan	15	-	-	-	-	-	-	-	-	-	-
Louise Collins	19	-	-	-	7	-	-	4	-	-	-
Michael Rigby	20	-	1	-	-	-	-	-	-	5,985	828
Anne Marie Duffy	22	-	4	10	-	-	-	-	3,900	5,985	-
Conan McKenna	22	-	-	37	7	-	-	-	12,600	5,985	-
Cyril Sullivan	-	-	-	-	-	-	-	-	-	499	-
Thomas Glynn	15	-	-	-	-	-	-	1	-	-	1,244
Richard Bruton	18	-	-	-	3	-	-	-	-	-	394
Don Faller	8	-	-	-	-	-	3	-	900	-	1,043
									31,200	42,394	19,227

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

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

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

\*\*\*Louise Kavanagh McBride was on medical leave until March 2022.

## Key Personnel Changes

One Board members resigned at the start of 2022. Three Board members were appointed in 2022 to fill casual vacancies which had arisen in 2021. The terms of twelve Board members ended on 5 December 2022. These twelve vacancies, which included one re-appointment, were filled in January 2023. The casual vacancy which arose following the resignation in January 2022 was filled in January 2023 making a total of 13 appointments, including one re-appointment in January 2023.

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

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

## Consultancy Costs

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

	<b>2022</b>	<b>2021</b>
	<b>€</b>	<b>€</b>
Legal advice	65,424	67,505
Ad hoc procurement advice	32,470	17,500
Pension advice	17,712	16,124
Business process improvement	116,052	193,103
IT advisory	-	44,963
Education policy development	14,637	41,552
<b>Total consultancy costs</b>	<b>246,295</b>	<b>380,747</b>
Consultancy costs capitalized	-	43,118
Consultancy costs charged to the Income and Expenditure and Retained Revenue Reserves	246,295	337,629
<b>Total</b>	<b>246,295</b>	<b>380,747</b>

### Legal Costs and Settlements

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

	<b>2022</b>	<b>2021</b>
	<b>€</b>	<b>€</b>
Legal fees – Fitness to practice	1,794,901	2,580,788
Settlements	-	-
<b>Total</b>	<b>1,794,901</b>	<b>2,580,788</b>

### Travel and Subsistence Expenditure

Travel and subsistence expenditure is categorised as follows:

	<b>2022</b>	<b>2021</b>
	<b>€</b>	<b>€</b>
Domestic		
Board	15,210	3,865
Employees	31,303	1,050
International		
Board	4,017	-
Employees	10,323	-
<b>Total</b>	<b>60,853</b>	<b>4,915</b>

Travel and subsistence expenditure paid directly to Board members €19,277 (2021 €3,231) and paid on behalf of Board members by the NMBI €nil (2021 €634).

### Hospitality Expenditure

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

	<b>2022</b>	<b>2021</b>
	<b>€</b>	<b>€</b>
Board and Staff hospitality	143	734
Client hospitality	-	-
<b>Total</b>	<b>143</b>	<b>734</b>

## Statement of Compliance

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



---

**Louise Kavanagh McBride**  
President, NMBI  
14 December 2023



---

**Sheila McClelland**  
Chief Executive, NMBI  
14 December 2023

## Statement on Internal Control

### Scope of responsibility

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

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

### Purpose of the System of Internal Control

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

The system of internal control, which accords with guidance issued by the Department of Public Expenditure and Reform has been in place in NMBI for the year ended 31 December 2022 and up to the date of approval of the financial statements.

### Capacity to Handle Risk

NMBI has an Audit and Risk Committee (ARC) comprising six members, three Board members, one of whom is the Chair and three independent members. The ARC met four times in 2022.

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

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

## Risk and Control Framework

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

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

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

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

## Impact of Covid-19 pandemic on the Control Environment

The NMBI continues to monitor the risks associated with Covid-19. Blended working arrangements continue in line with government policy while ensuring all operational controls and data protections remain in place.

## Ongoing Monitoring and Review

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

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

## Procurement

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

## Review of Effectiveness

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

We confirm that the Board conducted an annual review of the effectiveness of the internal controls for 2022 on 21st March 2023.

## Internal Control Issues

No internal control issues were identified during the year.

## Approval by the Board

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

A review of internal controls for 2022 was carried out by an external firm and signed off by the Board in March 2023.

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



**Louise Kavanagh McBride**

President, NMBI

14 December 2023



**Sheila McClelland**

Chief Executive, NMBI

14 December 2023



## **Ard Reachtaire Cuntas agus Ciste** **Comptroller and Auditor General**

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

#### **Qualified opinion on the financial statements**

I have audited the financial statements of the Nursing and Midwifery Board of Ireland for the year ended 31 December 2022 as required under the provisions of section 34 of the Nurses and Midwives Act 2011. The financial statements have been prepared in accordance with Financial Reporting Standard (FRS) 102 — *The Financial Reporting Standard applicable in the UK and the Republic of Ireland* and comprise

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

In my opinion, except for the non-compliance with the requirements of FRS 102 in relation to retirement benefit entitlements referred to below, the financial statements give a true and fair view of the assets, liabilities and financial position of the Nursing and Midwifery Board of Ireland at 31 December 2022 and of its income and expenditure for 2022 in accordance with FRS 102.

#### ***Basis for qualified opinion on financial statements***

In compliance with the directions of the Minister for Health, the Nursing and Midwifery Board of Ireland accounts for the costs of retirement benefit entitlements only as they become payable. This does not comply with FRS 102 which requires that the financial statements recognise the full cost of retirement benefit entitlements earned in the period and the accrued liability at the reporting date. The effect of the non-compliance on the Nursing and Midwifery Board of Ireland's financial statements for 2022 has not been quantified.

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

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

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

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

I have nothing to report in that regard.

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

**20 December 2023**



### Responsibilities of Board members

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

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

### Responsibilities of the Comptroller and Auditor General

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

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

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

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

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

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

I report by exception if, in my opinion,

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

### Information other than the financial statements

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

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

### Reporting on other matters

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

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

## Statement of Income and Expenditure and Retained Revenue Reserves

	Note	2022 €	2021 €
<b>INCOME</b>			
Annual Retention Fee	2	7,682,451	7,488,215
Registration Fees and Overseas income	3	3,513,563	2,723,728
Verification Fee		245,280	140,320
HSE Contribution Nursing Careers Centre	4	200,000	200,000
Superannuation Contributions		114,757	70,235
Department of Health Contribution		-	425,000
Other Income	5	90,266	115,512
<b>Total Income</b>		<b>11,846,317</b>	<b>11,163,010</b>
<b>EXPENDITURE</b>			
Accommodation Costs	6	449,706	388,430
Staff Costs	7/8	4,950,925	4,646,146
Administration Costs	9	3,369,220	2,596,178
Fitness to Practise	10	2,032,628	2,768,690
Library	11	614	5,687
Nursing Careers Centre	12	51,809	88,402
Depreciation	13	662,733	638,720
<b>Total Expenditure</b>		<b>11,517,635</b>	<b>11,132,253</b>
Surplus for the year		328,682	30,757
Balance Brought Forward at 1 January		10,443,315	10,412,558
<b>Balance Carried Forward at 31 December</b>		<b>10,771,997</b>	<b>10,443,315</b>

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

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

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



**Louise Kavanagh McBride**  
President, NMBI  
14 December 2023



**Sheila McClelland**  
Chief Executive, NMBI  
14 December 2023

## Statement of Financial Position

	Note	As at 31 December 2022 €	As at 31 December 2021 €
<b>FIXED ASSETS</b>			
Property, Plant and Equipment	13	10,739,897	11,370,039
		10,739,897	11,370,039
<b>CURRENT ASSETS</b>			
Receivables	15	153,884	194,168
Cash and Cash Equivalents	14	6,108,102	5,264,269
		6,261,986	5,458,437
<b>CURRENT LIABILITIES (AMOUNTS FALLING DUE WITHIN ONE YEAR)</b>			
Payables	16	(5,241,716)	(5,155,280)
		(5,241,716)	(5,155,280)
<b>NET CURRENT ASSETS</b>			
		1,020,270	303,157
<b>LONG TERM LIABILITIES (AMOUNTS FALLING DUE AFTER ONE YEAR)</b>			
Payables	16	(988,170)	(1,229,881)
<b>TOTAL NET ASSETS</b>			
		<b>10,771,997</b>	<b>10,443,315</b>
<b>REPRESENTING</b>			
Accumulated Fund		10,771,997	10,443,315
		<b>10,771,997</b>	<b>10,443,315</b>

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



**Louise Kavanagh McBride**  
President, NMBI  
14 December 2023



**Sheila McClelland**  
Chief Executive, NMBI  
14 December 2023

## Statement of Cash Flows

	2022 €	2021 €
<b>Net Cash Flows from Operating Activities</b>		
Excess Income over expenditure	328,682	30,757
Depreciation of fixed assets	662,733	638,720
(Increase) in receivables	40,284	(14,869)
Increase / (Decrease) in payables	86,436	1,064,249
Bank interest received	-	-
Bank interest paid	4,972	4,852
<b>Net Cash Inflow/(Outflow) from Operating Activities</b>	<b>1,123,107</b>	<b>1,723,709</b>
<b>Cash Flows from Investing Activities</b>		
Payment to acquire property, plant & equipment	(32,590)	(233,979)
<b>Net Cash Flows from Investing Activities</b>	<b>(32,590)</b>	<b>(233,979)</b>
<b>Cash Flows from Financing Activities</b>		
Bank interest received	-	-
Bank interest paid	(4,972)	(4,852)
Repayment of loan	(241,712)	(243,794)
<b>Net Cash Flows from Financing Activities</b>	<b>(246,684)</b>	<b>(248,646)</b>
Net Increase/(Decrease) in Cash and Cash Equivalents	843,833	1,241,084
Cash and cash equivalents at 1 January	5,264,269	4,023,185
<b>Cash and cash equivalents at 31 December</b>	<b>6,108,102</b>	<b>5,264,269</b>



**Louise Kavanagh McBride**  
President, NMBI  
14 December 2023



**Sheila McClelland**  
Chief Executive, NMBI  
14 December 2023

## Notes to the Financial Statements

### 1. Accounting Policies

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

#### a) General Information

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

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

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

#### b) Statement of Compliance

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

### c) Basis of Preparation

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

In preparing the financial statements for the year ended 31st December 2022, management has assessed the Nursing and Midwifery Board of Ireland's ability to continue as a going concern. On the basis of projected financial results and cash flow for 2023 and 2024, it is clear that the Nursing and Midwifery Board of Ireland can demonstrate that there is no material uncertainty regarding its ability to meet its liabilities as they fall due.

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

### d) Income

#### *Annual Retention Fees*

All annual retention fee receipts in the period January to October are brought to account as income in the current year. Income received in November and December in respect of fees for the following year is shown as deferred income on the statement of financial position and is recognised as income in the following year.

#### *Other Fee Income*

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

#### *State Contributions/Grants*

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

**e) Fixed Assets**

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

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

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

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

**f) Financial Liability**

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

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

**g) Loan interest**

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

**h) Short-term Benefits**

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

### **i) Superannuation Contributions**

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

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

### **j) Additional Superannuation Contributions**

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

### **k) Contingent Liabilities**

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

### **l) Provisions**

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

### **m) Critical Accounting Judgements and Estimates**

The preparation of the financial statements requires Management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the statement of financial position date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. There were no judgements required that had a significant effect on amounts recognised in the financial statements for 2022.



## 2. Annual Retention Fees (ARF)

The ARF is an annual payment made by each nurse and midwife in order to maintain their name on the active register maintained by the Nursing and Midwifery Board of Ireland. In 2022, the ARF was €100 (2021: €100).

## 3. Registration and Overseas Fee Income

	2022	2021
Overseas assessment Fees	2,547,905	1,836,250
EU Registrations	365,958	531,988
Non-EU Registrations	599,700	355,490
<b>Total</b>	<b>3,513,563</b>	<b>2,723,728</b>

## 4. Health Service Executive Contributions/Department of Health Grants

Health Service Executive Contributions: An amount of €200,000 (2021 - €200,000) has been received from the Health Service Executive (HSE), acting on the directions of the Department of Health, as a contribution towards the running of the Nursing Careers Centre (see Note 12).

## 5. Other Income

	2022	2021
	€	€
Restoration fees	84,400	113,262
Registration Appeal Fees	5,700	2,250
Miscellaneous/other income	166	-
<b>Total</b>	<b>90,266</b>	<b>115,512</b>

## 6. Accommodation Costs

	2022	2021
	€	€
Mortgage Interest	4,972	4,852
Insurance	66,231	60,172
Light & Heat	80,238	47,860
Repairs & Maintenance	298,265	275,546
<b>Total</b>	<b>449,706</b>	<b>388,430</b>

## 7. Staff Costs

	2022	2021
	€	€
Staff short-term benefits	2,905,590	2,326,437
Employer's contribution to social welfare	283,281	229,319
Employers pension contributions*	246,155	211,950
Pension payments	762,540	858,990
<b>Total NMBI Staff Costs</b>	<b>4,197,566</b>	<b>3,626,696</b>
Agency Costs	753,359	1,019,450
<b>Total Staff Costs</b>	<b>4,950,925</b>	<b>4,646,146</b>

\*Employer Contributions of €246,155 in respect of SPSPS was remitted to the Department of Public Expenditure and Reform.

### a) Additional superannuation contribution

Additional superannuation contribution of €54,008 (2021: €41,533) were made from staff salaries and were remitted to the Department of Health.

### b) Employee Benefits

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

Range of total employee benefits		Number of employees	
From:	To:	2022	2021
€60,000	€69,999	5	4
€70,000	€79,999	3	1
€80,000	€89,999	1	3
€90,000	€99,999	4	1
€100,000	€109,999	-	1
€110,000	€119,999	1	-
Greater than €120,000		-	-
<b>Total</b>		<b>14</b>	<b>10</b>

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

**c) Chief Executive Officer Salary and Benefits**

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

	<b>2022</b>	<b>2021</b>
	<b>€</b>	<b>€</b>
Basic Pay:		
CEO	114,030	108,441
Travel expenses and subsistence	11,362	-
	<b>125,392</b>	<b>108,441</b>

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

**d) Staff Short-Term Benefits**

	<b>2022</b>	<b>2021</b>
	<b>€</b>	<b>€</b>
Basic Pay	2,905,590	2,326,437
	<b>2,905,590</b>	<b>2,326,437</b>

**e) Key Management Personnel**

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

	<b>2022</b>	<b>2021</b>
	<b>€</b>	<b>€</b>
Salary	548,374	538,418
	<b>548,374</b>	<b>538,418</b>

**8. Average Headcount**

The average headcount for the Nursing and Midwifery Board of Ireland in 2022 was 64 (2021: 47).

## 9. Administration

	2022 €	2021 €
Travel & Subsistence		
- Domestic Travel Board members and staff	46,513	4,915
- Foreign Travel Board members and staff	14,340	-
- Non Board committee members and other	46,840	35,465
Board Member Fees	73,594	74,085
Non Board committee member fees	65,342	80,751
Board Training	22,256	38,080
Telephone	41,826	112,232
Postage	20,518	15,717
Print & Stationery	15,950	9,780
Staff Training & Recruitment	153,658	105,125
Audit Fees – External Audit	28,500	28,500
Audit Fees – Internal Audit	47,980	47,970
Legal Fees (Non FTP)	65,424	67,505
Procurement Advice	32,470	17,500
Pension Advice	17,712	16,124
Business Improvement	181,549	193,103
IT Advisory	-	1,845
Accountancy services	78,145	56,648
External Service Delivery	1,291,076	810,386
Education Policy Development	14,637	41,552
Bank Interest & charges	111,639	52,014
Computer/IT	932,466	756,015
Misc.	66,785	30,866
	<b>3,369,220</b>	<b>2,596,178</b>

## 10. Fitness to Practise

	2022 €	2021 €
FTP Administration	115,942	90,291
Legal Fees	1,794,901	2,580,788
Stenographer Fees	121,785	97,611
<b>Total</b>	<b>2,032,628</b>	<b>2,768,690</b>

## 11. Library

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

## 12. Nursing Careers Centre

The Department of Health has assigned responsibility for the recruitment of and selection of candidates for entry to nurse and midwife training to the Nursing and Midwifery Board of Ireland, who established the Nursing Careers Centre to manage the process. Salary and accommodation costs are included under the relevant expenditure headings in the Statement of Income and Expenditure and Retained Revenue Reserves.

	2022 €	2021 €
General Admin Costs	1,199	1,199
Mature Applicant Testing Services	50,610	87,203
<b>Total</b>	<b>51,809</b>	<b>88,402</b>

In addition to the directly attributable costs above, an amount of €58,580 (2021: €71,798) is included in the payroll costs in respect of staff assigned to duties related to the Nursing Careers Centre. The Board also estimates that apportioned accommodation and overhead costs for the centre are €106,319 (2021: €78,208).

## 13. Fixed Assets

	Freehold Land €	Premises €	Equipment & Fittings €	Computer Softwae €	Computer Hardware €	Registration System €	Total €
<b>Cost or Valuation</b>							
At 01 January 2022	1,265,833	12,589,104	110,104	607,318	1,262,686	1,746,160	17,581,203
Additions	-	-	-	11,470	21,979	-	33,449
Write down	-	-	-	-	(859)	-	(859)
<b>At 31 December 2022</b>	<b>1,265,833</b>	<b>12,589,104</b>	<b>110,104</b>	<b>618,786</b>	<b>1,283,806</b>	<b>1,746,160</b>	<b>17,613,793</b>
<b>Accumulated Depreciation</b>							
At 01 January 2022	-	3,904,576	110,104	601,428	1,185,543	409,513	6,211,164
Charge for Year	-	251,782	-	7,206	55,204	349,232	663,424
Write down	-	-	-	-	(692)	-	(692)
<b>At 31 December 2022</b>	<b>-</b>	<b>4,156,358</b>	<b>110,104</b>	<b>608,634</b>	<b>1,240,055</b>	<b>758,745</b>	<b>6,873,896</b>
<b>Net Book Value at 31 December 2022</b>	<b>1,265,833</b>	<b>8,432,746</b>	<b>-</b>	<b>10,152</b>	<b>43,751</b>	<b>987,415</b>	<b>10,739,897</b>
Net Book Value at 31 December 2021	1,265,833	8,684,528	-	5,888	77,143	1,336,647	11,370,039

## 14. Analysis of changes in Cash and Cash equivalents

	1 January 2022	Cash Flow	31 December 2022
	€	€	€
Cash at bank and in hand	298,722	114,188	412,910
Short Term Deposit	4,965,547	729,645	5,695,192
<b>Total</b>	<b>5,264,269</b>	<b>843,833</b>	<b>6,108,102</b>

## 15. Receivables

	2022	2021
	€	€
Debtors	33,267	15,175
Prepayments	120,617	178,993
	<b>153,884</b>	<b>194,168</b>

## 16. Payables

### a) Amounts falling due within one year

	2022	2021
	€	€
Trade Creditors and Accruals	1,331,636	840,461
Deferred Income Annual Retention Fee (i)	3,668,600	4,072,358
Mortgage due in less than one year	241,480	242,461
	<b>5,241,716</b>	<b>5,155,280</b>

	2022	2021
	€	€
Deferred Income at 1 January	4,072,358	2,707,155
Receipts in Year from Annual Retention Fee	7,278,693	8,853,418
Recognised as income in Year	(7,682,451)	(7,488,215)
<b>Total Deferred Income</b>	<b>3,668,600</b>	<b>4,072,358</b>

### b) Amounts falling due after one year

	2022	2021
	€	€
Mortgage 2 – 5 Years	988,170	969,845
Mortgage over 5 Years	-	260,036
	<b>988,170</b>	<b>1,229,881</b>

## 17. Contingent liability

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

## 18. Related Party Disclosures

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

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

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

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

## 19. Capital Commitments

There were no capital commitments at 31 December 2022.

## 20. Approval of Financial Statements

These financial statements were approved by the Board of the Nursing and Midwifery Board on 14 December 2023.



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

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

18/20 Carysfort Avenue | Blackrock | Co. Dublin | A94 R299

T +353(0)1 639 8500 [www.nmbi.ie](http://www.nmbi.ie)