

ANNUAL REPORT 2012/2013

An Bord Altranais agus Cnáimhseachais na hÉireann



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



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Presidential Address

I am extremely pleased to publish the Nursing and Midwifery Board of Ireland (NMBI) Annual Report for 2012 and 2013 after an extended process that followed the transformation of An Bord Altranais to the NMBI and the subsuming of the National Council for Nursing and Midwifery (NCNM) as required under the Nurses and Midwives Act 2011.

As a registered nurse and as President of the Nursing and Midwifery Board of Ireland, I am very pleased to look back at a period of great progress and notable change for nursing and midwifery and I also wish to acknowledge the significant contribution in this regard by the previous president, Mrs. Anne Carrigy, and her fellow Board members.

The period of 2012 and 2013 marked the commencement and phased implementation of the new Act, the most significant change in the professional landscape in over 25 years. Protecting patients and the public is at the heart of what the NMBI does and the years of 2012 and 2013 were ground-breaking in this respect.

It is a key objective of the Board to utilise the framework of statutory regulation to strongly support nurses and midwives and this is happening by progressing many initiatives required by the Act. This will be outlined in Dr. Maura Pidgeon's (CEO) overview. NMBI has continued to work closely with its stakeholders

over this period including the public, the Department of Health, the Health Service Executive, Voluntary Hospitals, the Higher Education Authorities and Nursing & Midwifery Planning and Development Units, trade unions and nurses and midwives of all grades.

Sincere thanks to my fellow Board members, the CEO and to all her staff at NMBI who continue to show great professionalism, commitment, loyalty, team spirit and dedication during a time of huge change in the regulatory framework for the professions.



A handwritten signature in black ink, which appears to read 'Paul Gallagher'.

Mr. Paul Gallagher

President, Nursing and Midwifery Board of Ireland

Overview by CEO

The amalgamated accounts for the years of 2012 and 2013 follow an extended migration process from the governance framework under the 1985 Nurses Act, to the new provisions of the Nurses and Midwives Act 2011. The filing process associated with NMBI accounts will revert to an annual process henceforth. We are satisfied to report that after extensive reorganisation of NMBI directorates and operations to meet our growing statutory obligations, our accounts indicate the improving nature of our financial position, most notably due to a concerted programme of overall cost reduction.

The years of 2012 and 2013 featured many highlights in keeping with our regulatory obligations, including the roll out by NMBI of the Critical Path for the implementation of the Nurses and Midwives Act 2011. 2013 also featured a national consultation with nurses, midwives, members of the public and other stakeholders regarding the new Code of Professional Conduct and Ethics which has been developed by NMBI to replace the Code of Professional Conduct for Each Nurse and Midwife (2000). The purpose of the Code is to guide nurses and midwives in their day-to-day practice and help them to understand their professional responsibilities in caring for patients in a safe, ethical and effective way. 2013 also featured the inaugural Nurses Week, which celebrated the role that nurses play in the health services in Ireland as well as highlighting their evolving role and importance across the country. This initiative has coincided with significant outreach from NMBI to nurses and midwives through many rounds of nationwide focus groups and workshops over the last few years. This has helped build partnership and trust as well as

explaining the relevance and value of regulation to the professions in their everyday work.

2013 also marked the beginning of a review by NMBI of Standards and Requirements for Nurse Registration Education Programmes. NMBI also commenced in 2013 a project to review and revise the Scope of Nursing and Midwifery Practice (ScOP) Framework as well as a similar review of the Practice Standards for Midwives (2010). 2012 was also marked by a new Collaborative Practice Agreement (CPA) for Nurses and Midwives with Prescriptive Authority.

There was an independent review of the Fitness to Practise framework over this period to facilitate best practice to best protect public safety in preparation for the new processes under the Act, including public inquiries. The new Board of NMBI was also established, comprising 23 members, eight of whom are elected registered nurses and midwives, with the remaining majority being lay members. The dual objectives of the new Board were to protect the public, as well as ensuring the integrity of nursing and midwifery practices. The period also featured significant governance structure adjustment with the establishment of new committees relating to Fitness to Practise, Education and Training, Midwives, Ethics, Registration and Audit & Finance.

Work on the NMBI Statement of Strategy commenced and this included a consultation process focused on producing our first such strategy in conjunction with the introduction of the Nurses and Midwives Act 2011. The objective was to set out the mission, vision and the values that underpin our work with the predominant focus on the delivery of safe patient care, with a view to completion in 2014.

An Organisational Development Programme was initiated in 2013 to meet the changing needs and supports of staff at all levels across the organisation. The critical issues were to create an environment which would nurture and allow for appropriate channelling of the enthusiasm, energy, skills and competence of staff. There was also a focus to recognise and respect the different functions of the organisation with their cognate knowledge, disciplines, skills and competencies whilst moving towards an enhanced organisation-wide collective effectiveness. The upgrading and rebuilding of NMBI ICT infrastructure was also a key activity. The programme progressed in 2013 under various structures through the work of cross functional teams. A skills and competencies portfolio in respect to the different functions of the organisation was also developed through the HR function.

As part of its strategic development, NMBI developed a more effective communications function over 2012 and 2013. The focus was to ensure that the roles and responsibilities of NMBI as the regulator of nurses and midwives was better understood by registrants and the public as well as to better showcase the value of NMBI's activity to the professions. To support this strategy, an organisational cross functional communications team was established in 2013. This resulted in an improved communications framework as well as a market research project to explore public perception of nursing in Ireland.

There was also active regulatory input from NMBI relating to several notable matters, including the May 2012 HIQA report into Tallaght Hospital as well as the HSE Final Report (May 2013) into the death of Ms Savita Halappanavar in University Hospital Galway, over this period.

There was a concerted financial sustainability assessment done to ensure NMBI could continue to meet its statutory obligations, including a revaluation of the premises at 18/20 Carysfort Avenue, as well as processes and implications relating to changes to the Annual Retention Fee.

NMBI continued to build its international co-operation and development activities over this period through staff and board engagement as well as participation in a range of international regulatory meetings. Closer links were forged through NMBI membership with the International

Nurse Regulator Collaborative (INRC), an organisation focused on greater collaboration between national nursing organisations to enhance public protection and public safety globally.

NMBI accepted an invitation in 2012 to become an associate member of the National Council of State Boards of Nursing (NCSBN) based in the United States, an independent, not-for-profit organization which facilitates boards of nursing acting together on matters of common interest and concern affecting public health, safety and welfare. Additionally, NMBI continues to work with the International Council of Nurses Regulatory Forum and CLEAR (Council on Licensure Enforcement & Regulation), an inter-professional network. NMBI is committed to driving best practice in regulation and to engaging with our international stakeholders continually to sustain our pursuit of regulatory excellence to protect the public interest and facilitate our growing relevance to nurses and midwives.

2013 also featured participation by NMBI in an EU Symposium focused on exploring the contribution of nurses to healthcare in the context of the revision of Directive 2005/36/EC and other possible future changes for the European regulation of the nursing profession.

My thanks to both presidents, Mrs. Anne Carrigy and Mr. Paul Gallagher, who have made significant contributions over my time as CEO and to NMBI staff who are playing such an important role in ensuring NMBI continues to meet its expanding statutory obligations.



Dr Maura Pidgeon

Chief Executive Officer, Nursing and Midwifery Board of Ireland



Report of Activities 2012

Education and Training 2012

The Nursing and Midwifery Board of Ireland (NMBI) as required by the legislation continues to promote high standards of professional education, training and practice and professional conduct among nurses and midwives to ensure the protection of the public, throughout 2012. In the Education and Training functions assigned to it, it has continued to prescribe the manner in which and the conditions under which the registration/degree programme for General, Psychiatric and Intellectual Disability Divisions of the Register of Nurses since 2002, and a Children's and General Nursing (Integrated) programme and Midwifery programme since 2006 are provided. The concern of the Board in the protection of the public acknowledges the issue of quality in education, actual clinical practice of nurses and midwives and the need for practice to be grounded in appropriate current evidence.

In keeping with its responsibility for protecting the public the Board continues its commitment to the effectiveness and efficiency of its approval processes. The Board through its quality of education framework continued its monitoring and evaluation role of standards in practice for the education and training of nurses and midwives throughout 2012.

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

Site visits to healthcare institutions and linked third level institutions

The Board is required to satisfy itself as to the adequacy and suitability of hospitals and institutions for nurse and midwifery education and training at least once every five years.

On-site visits to Higher Education Institutions and Healthcare Institutions are required as a component of determining "the suitability of third level institutions and health care institutions in respect of educational programmes leading to registration" (*Requirements and Standards for Nurse Registration Education Programmes*, February 2005).

The focus of the site visit through a partnership approach is to:

- Assess that all statutory and regulatory requirements of An Bord Altranais and the European Directives are met.
- Assess the effectiveness and efficiency of the curriculum structures, processes and outcomes
- Assess the quality and appropriateness of the educational experiences

In 2012 site visits were conducted at the following:

- **University College Dublin** and associated Healthcare Agencies for Programmes in:

General Nursing

Psychiatric Nursing

Children's & General (integrated)

Midwifery

Public Health Nursing (Post Registration)

Nurse Prescribing (Post Registration)

- **National University of Ireland Galway** and associated Healthcare Agencies for Programmes in:

Midwifery

Nurse Prescribing (Post Registration)

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

General Nursing

Psychiatric Nursing

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

Midwifery

- **Trinity College Dublin** and associated Healthcare Agencies for Programmes in:

General Nursing

Psychiatric Nursing

Intellectual Disability Nursing

Children's and General Nursing

Midwifery

- **University of Limerick** and associated Healthcare Agencies for Programmes in:

Nurse Prescribing (Post Registration)

- **University College Cork** and associated Healthcare Agencies for Programmes in:

General Nursing

Psychiatric Nursing

Intellectual Disability Nursing

Children's and General Nursing

Midwifery Nursing

Public Health Nursing (Post Registration)

Nurse Prescribing (Post Registration)

The following pre-registration curriculum documents were approved in 2012:

- **University College Dublin**

Bachelor of Nursing Science – General

Bachelor of Nursing Science – Psychiatric

Bachelor of Nursing Science – Children’s and General

Bachelor of Nursing Science – Midwifery

- **Trinity College Dublin**

Bachelor of Nursing Science – General

Bachelor of Nursing Science – Psychiatric Nursing

Bachelor of Nursing Science – Intellectual Disability Nursing

Bachelor of Nursing Science – Children’s and General

Bachelor of Nursing Science – Midwifery

- **University College Cork**

Bachelor of Nursing Science – General

Bachelor of Nursing Science – Psychiatric

Bachelor of Nursing Science – Children’s and General

Bachelor of Nursing Science – Intellectual Disability

- **University of Limerick**

Bachelor of Nursing Science – Midwifery

- **National University of Ireland Galway:**

Bachelor of Nursing Science – Midwifery

- **Tralee Institute of Technology**

Bachelor of Nursing Science – General Nursing

Bachelor of Nursing Science – Psychiatric Nursing

- **Dundalk Institute of Technology**

Bachelor of Nursing Science – Midwifery

2012 Annual Reports

Annual Reports related to registration programmes of Nurse Education and Training were received and adopted from all colleges in respect of approved programmes and monitoring of conditions.

Post Registration Courses

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

i) Post-Registration Category I Courses

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

Online CPD Directory

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

In-service training/education, seminars, study days, conferences and continued professional development activities that are not accredited by an academic awarding body, university or college can be submitted for Category 1 Approval from the Board. This approval is for one year at which time Educational providers must re-apply.

942 courses gained Category 1 approval in 2012.

Post-Registration Courses

Post-Registration Category 2 courses are specialist education courses for nurses and midwives that support practice development and service needs. These courses are considered by the Education and Training Committee and approval is granted if programmes meet the criteria of the Education and Training Committee.

The categories of post registration programmes that An Bord Altranais approves include:

Post Registration Course Leading to an Additional Registration with the Board

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

Post Registration Course Major Awards (Category 2 Approved Courses)

Category 2 programmes include a broad range of Major Award Courses excluding those leading to Registration with the Board. Specialist programmes are post registration programmes designed, developed and conducted with reference to a specific body of knowledge and experience in an area of nursing and midwifery. Such courses must satisfy the criteria of An Bord Altranais (1989) in relation to specialist education courses.

Post Registration Courses (Minor, Special and Supplemental Awards)

An Bord Altranais approves courses that are not major awards comprising minor awards, supplemental awards and special purpose awards. From the 1st September these courses must satisfy the criteria set out in the *Requirements and Standards for Post-Registration Nursing and Midwifery Education Programmes - Incorporating the National Framework of Qualifications (An Bord Altranais, 2010)*.

The following Post-Registration courses were approved in 2012:

HEI	Course leading to additional registration	Major Awards (Category II)	Minor, Special & Supplemental Awards
AIT		MSc/Post-Graduate Diploma Intellectual Disability Nursing	
DCU			Stand alone module – Developing Person-Centred Dementia Care
DKIT	Higher Diploma Midwifery	MSc/Graduate Diploma Midwifery Praxis Higher Diploma Midwifery	
ITT		Certificate Wound Care Management	
RCSI		Bachelor of Science Nursing Bachelor of Science Nursing Management MSc Nursing	
TCD	Higher Diploma Midwifery Post Graduate Diploma in Clinical Health Science Education		Children's Palliative Care modules Philosophy, principles and practice of children's palliative care Pain and symptom management in children's palliative care Psychosocial and spiritual issues in children's palliative care
UCC	Higher Diploma Midwifery Postgraduate Diploma Public Health Nursing	Higher Diploma Midwifery Post Graduate Certificate Health Protection	Continuing Professional Development modules

HEI	Course leading to additional registration	Major Awards (Category II)	Minor, Special & Supplemental Awards
UCD	<p>MSc Advanced pain Management (leading to registration as an RNP)</p> <p>Higher Diploma Children's Nursing</p> <p>Higher Diploma Midwifery</p> <p>MSc Nursing (Advanced Practice) Prescribing Pathway</p> <p>Postgraduate Diploma Public Health Nursing</p>	<p>Graduate Diploma Cancer Nursing (four pathways-Adult, Children's, Breast Care or Colorectal)</p> <p>Graduate Diploma Critical Care Nursing: Intensive Care</p> <p>Graduate Diploma Critical Care Nursing: Cardiovascular</p> <p>Graduate Diploma Diabetes Nursing</p> <p>Graduate Diploma Emergency Nursing</p> <p>Graduate Diploma Nursing Studies</p> <p>Graduate Diploma Paediatric Critical Care Nursing</p> <p>Graduate Diploma Paediatric Emergency Nursing</p> <p>Graduate Diploma Peri-operative Nursing</p> <p>Graduate Diploma Person Centred Care (Older Person)</p> <p>MSc Midwifery Led Care</p> <p>MSc Advanced Pain Management</p>	
NUIG	<p>Higher Diploma Midwifery</p> <p>Post Graduate Diploma Public Health Nursing</p> <p>MSc Nursing/ Midwifery Education</p>	<p>Higher Diploma Midwifery</p> <p>Post Graduate Diploma Nursing-Advanced Practice with Prescribing</p> <p>Post Graduate Diploma Nursing -Health Science</p> <p>Post Graduate Diploma Nursing – Mental Health Nursing In-Patient & Community</p> <p>Post Graduate Diploma Nursing</p> <p>Post Graduate Diploma Nursing – Palliative Care Nursing Studies</p> <p>MSc Chronic Illness Management</p> <p>MSc Nursing</p> <p>MSc Specialist Nursing</p> <p>MSc Nursing/Midwifery Education</p>	

HEI	Course leading to additional registration	Major Awards (Category II)	Minor, Special & Supplemental Awards
UL	Certificate in Nurse/ Midwife Prescribing Higher Diploma Midwifery		
CNME Blanchardstown & Tullamore			Certificate Diabetes Nursing
CNME Blanchardstown			Certificate Cardiovascular Nursing Certificate Respiratory Nursing

National Conference

The National Conference was held on Wednesday 10 October 2012 entitled Patient Safety through the Regulation of Nursing and Midwifery. The conference was addressed by the Minister for Health, Dr James Reilly T.D. The conference featured a number of speakers who addressed the implications of the new *Nurses and Midwives Act 2011* for nursing and midwifery. In acknowledgement of two great leaders in nursing, a presentation was made to Mrs Anne Carrigy, President of An Bord Altranais and Ms. Sheila O'Malley, Chief Nursing Officer, Department of Health (Retired) and President of An Bord Altranais (1997-2002). The conference was streamed live for the first time this year.

European Council of Nursing Regulators

An Bord Altranais is a founding member of FEPI. The primary aim of FEPI is to protect the European citizens by securing excellence in:

- Nursing education, competencies and practice
- Professional standards

- Continuous education and training
- Codes of practice

The General Assembly of FEPI was held on 28 February 2012 in Romania. An Bord Altranais was represented by Mrs. Anne Carrigy, President and Dr. Anne-Marie Ryan, Chief Education Officer. The following issues were discussed:

- Revisions to the Directive on Mutual Recognition of Professional Qualifications (2005/36/EU)
- European Professional Cards
- New membership from the Nursing Regulatory Bodies of France (ONI) and the Republic of Macedonia (FYROM).
- Opportunity to explore a European Accreditation Council for Continued Nursing Education (EACCNE).

Library

The Library continued to provide the following services:

- British Nursing Index (BNI) and CINAHL databases via the internet plus online access to the Cochrane Library and PubMed.
- Reference services for nurses and midwives seeking information.
- Document supply via the British Library and the Irish Healthcare Library network to staff.

The Library responds to telephone queries and requests and the following activities were processed in **2012**:

Journal Articles /Staff requests (Copied):	907
Enquiries (Phone)	670
Post-outs (ABA publications)	439
Interlibrary loans (requested by Irish Health Care Libraries)	109

Nursing Careers Centre

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

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

In carrying out its functions, the NCC continues to work closely with a number of key stakeholders, including: the Department of Health and Children; the health care sector; the Public Appointments Service (PAS); the Central

Applications Office (CAO); the higher education institutions (HEIs); the Institute of Guidance Counsellors (IGC); the nursing promotion and marketing liaison group set up by the NCC, and others from time to time.

Applications to nursing/midwifery places

The number of applications to nursing in 2012 continued to be high, with a total of 9,022 individual applicants for 1,570 places. The breakdown of applications and places (which includes applications for more than one place) was as follows:

General nursing applications:	6,488 for 860 places
Psychiatric nursing applications:	2,963 for 290 places
Intellectual disability nursing applications:	1,987 for 180 places
Midwifery applications:	2,811 for 140 places
Children's and general nursing (integrated):	2,256 for 100 places
Total mature applications (23 years of age or over on 1st January 2012 and not presenting education results):	2,359
Total standard applications (presenting education results, regardless of age):	7,076

Ratio of applicants to places in 2012

General	1:8
Psychiatric	1:10
Intellectual disability	1:11
Midwifery	1:20
Children's and general (integrated)	1:23

Mature code applicants

Applications to Nursing/Midwifery Pre-Registration Degree Programmes 2012

The number of applications to nursing/midwifery programmes in 2012 continues to be high, with a total of 9,022 individual applicants for 1,570 places.

Year	No. of applications to N/M programmes			Overall Trend (no. of applicants)
		Standard	Mature	
2002	9,605	7,970	1,851	
2003	7,507	6,069	1,584	↓
2004	8,642	7,172	1,671	↑
2005	8,547	7,190	1,567	↓
2006	8,866	7,233	1,934	↑
2007	8,640	7,058	1,974	↓
2008	8,119	6,698	1,738	↓
2009	9,457	7,927	1,858	↑
2010	9,014	7,205	2,222	↓
2011	8,977	7,146	2,287	↓
2012	9,022	7,076	2,359	↑

The total number of applications for standard code (presenting education results, regardless of age) places was **7,076**. This figure is down by a fraction on 2011 figures (n=70).

The total number of applications for mature code (23 years of age or over on 1st January 2012 and not presenting education results) places was 2,359. This figure is marginally up by 72 on 2011 figures and is the highest number of mature applicants since the introduction of the degree programmes.

The number of places available for the 2012 competition is unchanged at 1,570. Of these, a quota is allocated to mature code applicants. As a guide only, this is approximately:

- 15% for general nursing programmes
- 35% for psychiatric nursing programmes.
- 35% for intellectual disability nursing programmes
- 20% for midwifery programmes
- 15% for children's and general nursing (integrated) programmes

Programme	Places 2008	Applicants 2008	Ratio 2008	Places 2009	Applicants 2009	Ratio 2009	Places 2010	Applicants 2010	Ratio 2010	Places 2011	Applicants 2011	Ratio 2011	Places 2012	Applicants 2012	Ratio 2012
General	1057	5899	1:6	860	6884	1:8	860	6565	1:8	860	6570	1:8	860	6488	1:7
Psych	343	2805	1:8	290	3549	1:12	290	3036	1:10	290	3057	1:10	290	2963	1:10
Intellectual Disability	240	2265	1:9	180	2498	1:14	180	2025	1:11	180	2017	1:11	180	1987	1:11
Midwifery	140	2434	1:17	140	2649	1:19	140	2629	1:19	140	2741	1:20	140	2811	1:20
Children's & General Int.	100	1807	1:18	100	2322	1:23	100	2352	1:23	100	2292	1:23	100	2256	1:23
Total	1880	8119	1:4	1570	9457	1:6	1570	9014	1:6	1570	8977	1:6	1570	9022	1:6

Standard Code Applicants

Using the above quotas, the number of standard applicants to places for each of the courses in 2012 is:

- General (down 26) $5114/731 = 7:1$
- Psychiatry (down 94) $2063/189 = 11:1$
- Intellectual Disability (down 12) $1465/117 = 13:1$
- Midwifery (down 6) $2089/112 = 19:1$
- Gen & Children's (down 71) $1640/85 = 19:1$

Mature Code Applicants

The number of mature code applicants to places for each of the courses in 2012 is:

- General (down 4) $1768/129 = 14:1$
- Psychiatry (down 13) $1080/101 = 11:1$
- Intellectual Disability (down 24) $605/63 = 10:1$
- Midwifery (up 109) $861/28 = 31:1$
- Gen & Children's (up 37) $701/15 = 47:1$

Preferences to places ratio 2008 – 2012

	2008	2009	2010	2011	2012
General	2:1	4:1	4:1	4:1	3:1
Psychiatric	2:1	3:1	2:1	3:1	2:1
Intellectual Disability	2:1	2:1	2:1	2:1	2:1
Midwifery	5:1	5:1	7:1	6:1	6:1
Children's & General Integrated	4:1	6:1	7:1	6:1	6:1

Trends in applications 2012

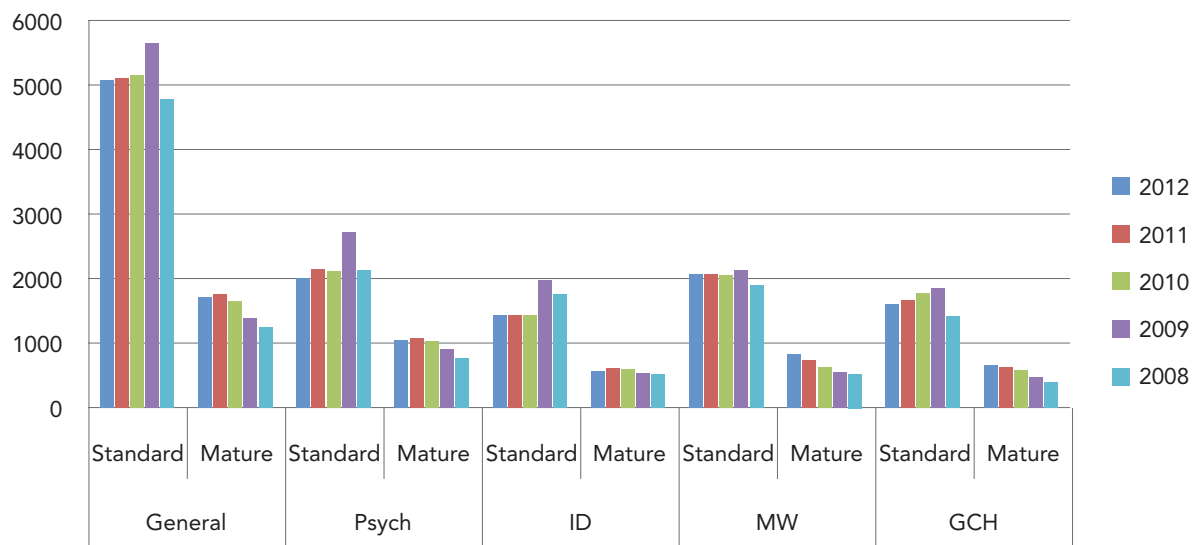
The figures from the data presented illustrate three notable trends:

1. The total number of applications for Intellectual Disability Nursing (n=1987) is at its lowest since the introduction of the degree programme. This is mainly attributed to a declining number of standard code applicants, which had its lowest number of applicants ever in 2012 (n=1465).
2. The number of standard code applicants for Psychiatric Nursing is at its lowest ever (n=2063).
3. The Midwifery degree (introduced in 2006) had its highest ever total number of applicants in 2012 (n=2811), and is mainly attributed to matures which are rising consistently since 2007.

Standard and mature code applications by discipline (2008-2012)

Discipline/ Year		2012	2011	2010	2009	2008
General	Standard	5114	5140	5194	5689	4815
	Mature	1768	1772	1684	1435	1263
Psych	Standard	2063	2157	2136	2759	2124
	Mature	1080	1093	1059	924	784
ID	Standard	1465	1477	1470	2000	1785
	Mature	605	629	622	565	538
MW	Standard	2089	2095	2062	2148	1952
	Mature	861	752	663	586	566
GCH	Standard	1640	1711	1812	1865	1435
	Mature	701	664	610	509	414

Discipline by applicant code 2009 – 2012



Provision of information to registered nurses and midwives

In 2012, five editions of Nursing/Midwifery: Career Development. Post-Registration Courses were published. This publication outlines the various post-registration education opportunities for registered nurses and midwives. It includes sections on:

- Courses leading to an additional registration
- Courses with An Bord Altranais approval (Category 2)
- Return to practice courses for nurses and midwives
- Financing of courses
- Contact details of all relevant organisations.

Requirements and Standards for Advanced Practice

In 2010, the Department of Health transferred the area of advanced practice from the National Council for the Professional Development of Nursing and Midwifery to An Bord Altranais through the Statutory Instrument SI 3/2010. With the new Nurses and Midwives Act 2011, the regulatory function pertaining to Advanced Practice Posts and Persons will change and to facilitate this change a Working Group was set up to develop Requirements and Standards. The membership of the Group was established in October 2012.

Communications

The Board continues to communicate with the profession with two editions of the newsletter *Regulation Matters* and monthly editions of the eZine, a web-based newsletter.

External Submissions

An Bord Altranais participates with external bodies on a large number of matters relating to nurses/midwives and the practice of nursing and midwifery. As part of this participation with external bodies, An Bord Altranais participates in consultations through written submissions. During 2010 An Bord Altranais responded to a large number of consultations:

Submission: Law Reform Commission

Subject: Sexual Offences and Capacity to Consent

Date: 24 January 2012

Submission: The Teaching Council

Subject: Code of Professional Conduct for Teachers

Date: 27 January 2012

Submission: HSE

Subject: Draft Incident Management Policy

Date: 25 June 2012

Submission: Health and Safety Authority

Subject: Strategy document

Date: 13 July 2012

Submission: Mental Health Commission

Subject: Development of Mental Health Commissions Strategic Plan 2013-2015

Date: July 2012

Submission: Department of Health

Subject: National Strategy for Dementia

Date: 31 August 2012

Submission: HSE

Subject: Your Service your Say

Date: 9 August 2012

Registration Department, 2012

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

Statistics as of the 31st December, 2012, with comparative figures from 2011.

Nurses Registered

	Active	Inactive	Total
2011	67,130	24,570	91,700
2012	66,888	25,838	92,726
2011 – 2012	↓ 242	↑ 1,268	↑ 1,026
2011 – 2012	↓ 0.36%	↑ 5.2%	↑ 1.2%

Qualifications Registered

Active	Active 2011	Active 2012	Inactive 2011	Inactive 2012	Total 2011	Total 2012
General	55,819	55,433	20,529	21,514	76,348	76,947
Psychiatric	9,384	9,223	4,073	4,364	13,457	13,587
Children's	4,157	4,220	1,256	1,309	5,413	5,529
Intellectual Disability	4,615	4,727	890	951	5,505	5,678
Midwifery	12,065	11,850	5,937	6,229	18,002	18,079
Nurse Prescriber	386	481	2	51	388	532
Public Health	2,414	2,402	865	910	3,279	3,312
Tutor	600	604	200	217	800	821
Adv Nurse Practitioner	97	109	1	3	98	112
Adv Mid Practitioner	4	4	0	0	4	4
Other	182	154	421	424	603	578
Total	89,723	89,207	34,174	35,972	123,897	125,179

Summary

As of 31st December, 2012 there were a total of **92,726** individuals registered with **125,179** qualifications.

Active file: **66,888** individuals with **89,207** qualifications.

Inactive File

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

	2011	2012
Retired	10,472	11,218
Unemployed	1,013	1,052
Career Break	2,227	2,251
Working Abroad	6,513	6,945
Other	4,345	4,372
Total	24,570	25,838

Number of applicants for registration

Many individuals apply to have their name registered in more than one Division of the Register.

	Number of Applications - Ireland	Number of Applications -EU	Number of Applications - Non EU	Total Number of Applications
2011	2,042	533	479	3,054
2012	2,200	545	430	3,175
2011 – 2012	↑158	↑ 12	↓ 49	↑121
2011 – 2012	↑ 7.8%	↑ 2.3%	↓10.3%	↑ 4%

Comparative figures for total EU applications & Non EU applications excluding Irish applications received for period January to December 2012

2011	Total EU/Non EU applications received	1,012	
2012	Total EU/Non EU applications received	975	↓ 4%

Number of newly registered qualifications

	Ireland 2011	Ireland 2012	EU 2011	EU 2012	Non-EU 2011	Non-EU 2012	Total 2011	Total 2012
General	1,039	1,002	212	315	69	95	1,320	1,412
Psychiatric	312	273	20	27	0	0	332	300
Children's	168	147	12	3	0	0	180	150
Intellectual Disability	204	189	1	5	1	0	206	194
Midwifery	115	253	13	17	0	0	128	270
Nurse Prescriber	148	145	0	0	0	0	148	145
Public Health	67	73	2	0	0	0	69	73
Tutor	22	24	0	1	0	0	22	25
Adv Nurse Practitioner	60	15	0	0	0	0	59	15
Adv Mid Practitioner	3	0	0	0	0	0	3	0
Total	2,138	2,121	260	368	70	95	2,468	2,584
2011 – 2012		↓ 17		↑ 108		↑ 25		↑ 116
2011 – 2012		↓ 0.8%		↑ 42%		↑ 36%		↑ 5%

Country of Training of new EU registrants

Country – 2011	Country – 2012
1st: United Kingdom = 170	1st: United Kingdom = 149
2nd: Poland = 22	2nd: Portugal = 57
3rd: Romania = 14	3rd: Spain = 14
4th: Portugal = 9	4th: Romania = 11
5th: Spain = 6	5th: Germany = 8
+ 11 other countries	+ 19 other countries

Country of Training of new non-EU registrants

Country – 2011	Country – 2012
1st: India = 49	1st: India = 82
2nd: Philippines = 12	2nd: Nigeria = 32
3rd: United States = 2	3rd: Philippines = 20
4th: Australia, Iran, Russia, South Africa = 1 each	4th: USA = 11
0 other countries	+ 21 other countries

Certificate of Current Professional Status Requests (Verification requests)

Certificates of Current Professional Status (CCPSs) are issued on behalf of nurses/midwives who may wish to register abroad. CCPSs are sent directly from NMBI to the equivalent Competent/Regulatory Authority in the country/state where the nurse/midwife is seeking registration. A nurse/midwife may apply for more than one CCPS of registration in any given year.

- **1,591** individuals made a total of **1,865** CCPS requests in 2012.

NOTE: A CCPS request **does not** necessarily equate to travel. A separate CCPS is issued for each Division of the Register.

Country CCPS breakdown	Number of requests – 2011	Number of requests – 2012
Australia	1,214	770
Canada	173	136
United Kingdom	725	727
United States of America	111	77
New Zealand	41	58
Other countries	119	97
Total	2,383	1,865

Registration of Advanced Nurse Practitioners / Advanced Midwife Practitioners

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

Overview Statistics - Advanced Practice	2011	2012
Advanced Nurse Practitioners Registered	59	12
Advanced Midwife Practitioners Registered	3	0
Accredited Advanced Nurse Practitioner Posts	90	16
Accredited Advanced Midwifery Practitioner Posts	3	0

Registration Appeals

In the appeals considered in 2012, **80%** resulted in no change being made to the original decision. In the remaining **20%** a decision was made in favour of the applicant as a result of new information received in support of the applicant's appeal.

Overview Statistics – Appeals	2011	2012
Overall number of Appeals	11	7
Appeal against Refused registration	6	2
Appeal against Prescribed adaptation and assessment	4	4
Appeal against Failed adaptation	1	1

Fitness to Practise Department 2012

The Board of An Bord Altranais, as established under the provisions of the Nurses Act, 1985, went out of office on the 1st October 2012. As of the 31st December 2012, a new Board to be established under the provisions of the Nurses and Midwives Act 2011 had yet to take up office.

The Fitness to Practise Committee established under the provisions of the Nurses Act, 1985 will continue in office until all applications for inquiry received prior to the 2nd October 2012 have concluded.

Parts 7, 8 and 9 of the Nurses and Midwives Act 2011 were commenced on the 2nd October 2012. All complaints received on or after the 2nd October 2012 will be considered pursuant to Part 7 by a Preliminary Proceedings Committee to be established by the Board. As the Board had not yet taken up office by the 31st December 2012, a Preliminary Proceedings Committee had not been established by year end. Figures relating to these complaints will be included in the Annual Report 2013.

Nurses Act, 1985.

Fitness to Practise activity is governed by the provisions of Sections 38 – 46, Part V of the Nurses Act, 1985.

Sections 38 – 41 relate to applications for Inquiries, the conduct of inquiries, Board consideration of inquiry reports and sanctions.

Applications for inquiry may be on the grounds of

- (a) alleged professional misconduct and/or
- (b) alleged unfitness to engage in nursing practice by reason of physical or mental disability.

The Board or any person may make an application for Inquiry.

Possible sanctions:

- Advise.
- Admonish.
- Censure.
- Attachment of conditions. Requires confirmation by the High Court.
- Suspension. Requires confirmation by the High Court.
- Erasure. Requires confirmation by the High Court.

Section 42 relates to individuals convicted of offences triable on indictment.

Section 44 relates to applications to the High Court, in the public interest, for an Order suspending registration.

Table I summarises the level of fitness to practise activity vis-à-vis the number of registrants over the last thirteen years.

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Active Register	57,072	57,059	58,981	60,774	62,639	65,639	65,415	67,245	68,614	68,483	67,415	67,130	66,888
New Applications for Inquiry	16	19	27	21	32	42	45	71	75	67	59	66	89
Inquiries commenced	4	7	7	5	15	18	19	221	34	19	21	16	21
Duration of Inquiries – Days				1	1-4	1-5	1-2	1-5	1-8	1-4	1 - 6	1 - 7	1 - 8
Total number of days				5	26	27	25	30	46	32	33	30	51
Applications to High Court to confirm sanctions	0	5	6	3	8	12	12	14	23	9	12	11	12 + 8 Reports to be considered by the Board
Appeals to High Court	0	0	0	0	1	1	0	0	2	2	0	0	0
Consideration re Section 44.		1	1	6	8	6	9	23	17	13	14	19	9
Application to High Court re Section 44.	0	1	2	4	3	4	6	11	6	5	6	12	4
Consideration re Section 42.				1	0	0	0	2	1	1	2	3	2
Application to High Court re Section 42.	0	0	0	1	0	0	0	2	1	0	2	3 1 Appeal	1

2012

Number of application considered:

- 30 applications carried over from 2011
- 89 new applications considered in 2012
- In 26 cases (28%), the Committee decided to hold an Inquiry;
- In 68 cases (72%), the Committee decided that an Inquiry was not warranted;

Note: One individual made applications for an inquiry in respect of 36 individuals. In all 36 cases, a no prima facie decision was made. If these cases are discounted, there were 53 new applications received; a no prima facie decision was made in 32 cases (55% of 58 cases) and a decision was made to hold an inquiry in 26 of 58 cases (45%). This is in keeping with data from previous years.

- 25 cases were still under consideration at the end of 2012:

Summary of Inquiries commenced in 2012

No.	Source of application - Manager. - Public - Board - Other	Category - Clinical practice/ Competence - Behaviour - Drug/Alcohol abuse - Failure to adhere to Conditions	Grounds for Inquiry: (a) Alleged professional misconduct	Grounds for Inquiry: (b) Alleged unfitness by reason of physical or mental disability	Grounds proven. (a), (b) or both (a) & (b).	No. of Days	Sanction	Comment
1	Manager	Clinical practice/ Competence Behaviour	(a)		(a)	3		Judicial Review proceedings brought by nurse. Injunction restraining Board from considering inquiry report. Legal proceedings not concluded yet.
2	Manager	Clinical practice/ Competence Behaviour	(a)		(a)	3		Awaiting outcome of No 1.
3	Manager	Drug/Alcohol abuse	(a)		(a)	1	Advise & Conditions	
4	Manager	Drug/Alcohol abuse	(a)	(b)	(a) & (b)	1	Erased	
5	Manager & Board	Drug/Alcohol abuse	(a)	(b)	(a) & (b)	1	Erased	
6	Board	Clinical practice/ Competence	(a)	(b)	(a) & (b)	1	Erased	
7	Manager	Clinical practice/ Competence	(a)	(b)	(a)	8	Censure & Condition	

8	Public	Behaviour & Clinical practice/ Competence	(a)		(a)	8	Erased	
9	Manager & Board	Behaviour & Clinical practice/ Competence	(a)	(b)	(a) & (b)	5	Erased	
10	Manager & Board	Drug/Alcohol abuse	(a)	(b)	(a)	1	Censure & Conditions	
11	Manager & Board	Behaviour	(a)	(b)	(a)	1	Erased	
12	Manager	Behaviour	(a)		No finding	1	No finding	
13	Manager	Behaviour	(a)		(a)	2		Report pending consideration by Board.
14	Board	Clinical practice / Competence	(a)		No finding	2	Advise & Conditions	
15	Manager	Drug/Alcohol abuse	(a)	(b)	(a)	1	Censure & Conditions	
16	Board	Behaviour	(a)		(a)	1	Erased	
17	Board	Failure to adhere to Conditions.	(a)	(b)	(a) & (b)	1		Report pending consideration by Board.
18	Board	Clinical practice/ competence	(a)		(a)	6		Report pending consideration by Board.
19	Manager	Drug/ Alcohol abuse	(a)	(b)	(a)	1		Report pending consideration by Board.
20	Manager	Clinical practice/ competence	(a)		(a)	1		Report pending consideration by Board.
21	Manager & Board	Drug/Alcohol abuse	(a)	(b)	(a)	1		Report pending consideration by Board.
22	Manager	Clinical practice / competence	(a)			2		Inquiry to be continued
23	Board	Drug/ Alcohol abuse	(a)	(b)	(a)	1		Report pending consideration by Board.
24	Board	Failure to adhere to Conditions.	(a)	(b)	(a) & (b)	1		Report pending consideration by Board.
Total	Manager = 16 Public = 1 Board = 12 Other = Nil	Clinical practice / competence = 10 Behaviour = 8 Drug/ alcohol abuse = 8 Failure to adhere to conditions = 2	24	13	a only = 15 b only = Nil a & b = 6 No finding = 2 One case not	51	Erasure = 7 Suspension = 0 Conditions only = 0 Censure & Conditions = 3 Admonish & Conditions = 0 Advise & Conditions = 2 Censure only = 0 Admonish only = 0 Advise only = 0.	

- Inquiry 1 & 2 were held together. This Inquiry commenced in 2011 and was held over 7 days in total (4 in 2011 & 3 in 2012).
-
- Inquiry 18 commenced in 2009 and concluded in 2012. Following five days of inquiry, registrant took Judicial Review proceedings; was unsuccessful; appealed to the Supreme Court; was unsuccessful; and was then ill. Inquiry took 11 days in total (5 in 2009 & 6 in 2012).
-
- Inquiry 22 did not conclude in 2012.
-

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

The monitoring of the Conditions attached to the retention of a nurse/midwife's name in the Register is a function of the Board. As of 2nd October 2012, there are 26 nurses/midwives with conditions attached to the retention of their name on the Register.

Section 44 applications

The Board, where it is of the opinion that it is in the public interest, may make an application to the High Court, so that during a specified period of time, a nurse's name does not have effect in the Register.

In 2012, the Board considered 9 such applications

- In **four** cases the Board decided to proceed with an application to the High Court. In three of these cases the Order was confirmed by the High Court and in one case the Court accepted an undertaking from the nurse.
-
- In **three** cases the Board accepted an undertaking from the nurse not to practice nursing and the Board did not proceed with an application to the High Court.
-
- In **two** cases the Board decided not to proceed with an application to the High Court.
-

Section 42 applications

Under Section 42 of the Nurses Act, 1985, where a nurse is convicted of an offence triable on indictment, the Board may decide that the name of such person should be erased from the Register of Nurses.

There were **two** cases considered by the Board in 2012 under this section of the Act. In one case, the Board decided to apply to the High Court for an Order pursuant to Section 42 of the Nurse's Act, 1985, and Order were granted. In the other case the Board decided to censure the Nurse.

Publication

Details of individual cases are published on the Nursing and Midwifery Board of Ireland (formerly An Bord Altranais) website at www.nmbi.ie

Annual Financial Statements for Year Ended 31 December 2012

Annual Financial Statements

For

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

Year Ended 31 December 2012

Nursing and Midwifery Board of Ireland

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Nursing and Midwifery Board of Ireland

General Information

Board Members	1985 Act	Date of Appointment	2011 Act	Date of Appointment
	Anne Carrigy (President)	November 2007	Paul Gallagher (President)	December 2012
	Eamon Breathnach	October 2010	Mary Barrett	December 2012
	Jacqueline Burke	November 2007	Mark Blake-Knox	December 2012
	Dr. Robert Burns	November 2007	Eamon Breathnach	December 2012
	Ritchie Dooley	November 2007	Margaret Carroll	December 2012
	Deirdre Duffy	November 2007	Essene Cassidy	December 2012
	Aine Enright	November 2007	Mary Connor	December 2012
	Chris Fitzgerald	June 2011	Sinead Cleary	December 2012
	Louise Gallagher	November 2007	John Cregan	December 2012
	Marie Gilligan	November 2007	Pat Dolan	February 2013
	Mary Godfrey	November 2007	Colette Finn	February 2013
	Derek Greene	February 2011	Noel Giblin	December 2012
	Mary Kenneally	November 2007	Michael Larvin	December 2012
	Maureen Kington	November 2007	Dermot Manning	July 2013
	Cathryn Lee	November 2007	Rosarii Mannion	December 2012
	Gerry Maguire	November 2007	Michele Monahan	December 2012
	Eimear McAulliffe	November 2007	Denis Murphy	February 2013
	John McCardle	November 2007	John Murray	December 2012
	Aine McHugh	November 2007	Pat Nash	February 2013
	Peter McKenna	November 2007	Kevin O'Carroll	February 2013
	Cathriona Molloy	November 2007	Linda Phelan	December 2012
	Jacinta Mulhere	November 2007	Madeline Spiers	December 2012
	John Murray	November 2007	Dr John Wells	December 2012
	Orla O'Reilly	November 2007		
	Virginia Pye	November 2007		
	Siobhan Quirke	November 2007		
	Ann Sheehan	July 2011		
	Pauline Treanor	November 2007		

The term of office for the Board under the 1985 Act expired in October 2012.

Chief Executive Officer Dr. Maura Pidgeon

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

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

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

Bankers: Bank of Ireland
Baggot Street
Dublin 2

Nursing and Midwifery Board of Ireland

Statement of Board Member's Responsibilities for the year ended 31 December 2012

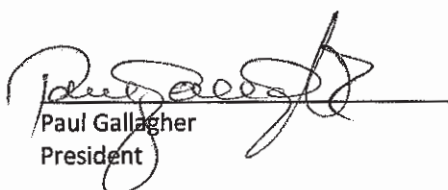
Under the terms of the Nurses and Midwives Act, 2011 which established the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann), the Board acknowledges its responsibility to prepare financial statements for the year which give a true and fair value of the state of affairs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

In preparing those statements the Board is required to:

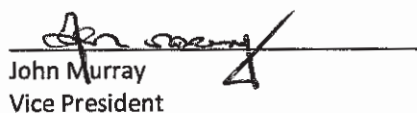
- Select suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent
- Disclose and explain any material departures from applicable accounting standards, and
- Prepare the financial statements on the going concern basis unless it is inappropriate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

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

On behalf of the Board


Paul Gallagher
President

18/12/14
Date


John Murray
Vice President

18/12/14
Date

Nursing and Midwifery Board of Ireland

Statement on Internal Financial Control For the Year Ended 31 December 2012

Responsibility for the System of Internal Financial Control

The Nursing and Midwifery Board of Ireland (NMBI) was established with effect from 1 January 2012 in accordance with the Nurses and Midwives Act, 2011. This Act provided that the body known as An Bord Altranais (ABA) would continue from the 1 January 2012 under the name the NMBI and that all its functions, staff, assets and liabilities were to be transferred to the NMBI. It also provided for the dissolution of the National Council for the Professional Development of Nursing and Midwifery (NCNM) on 31 December 2011 and that all assets, liabilities and staff were to be transferred to the NMBI.

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

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

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

Key Control Procedures

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

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

Breaches of the Control System in 2012

- In 2012, NMBI had a number of legacy contracts in operation that were not renewed by way of a competitive procurement process. NMBI has taken a number of steps in 2012 to achieve full compliance with public procurement requirements, including the appointment of a Procurement Officer and the implementation of a revised Procurement Policy and Plan which supports effective value for money purchasing while ensuring probity and accountability. During 2012, NMBI commenced a process of tendering for all goods and services, where required by public procurement guidelines.

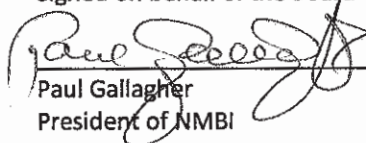
Nursing and Midwifery Board of Ireland

- Annual retention fees received in an accounting period may relate to that accounting period or may be payment of arrears or payments in advance. Payments in advance are treated as deferred income and will be recognised as income in future accounting periods. The Board's system for recording fee income is not capable of recording sufficient information to determine the exact split of income in the year as between income relevant to that accounting period and deferred income. As a result, the value of deferred income is estimated. At the end of 2012, the financial statements recognised an amount of €2.6 million as deferred income. A revised payment process for the Annual Retention Fee as provided for in the Nurses and Midwives Act, 2011 will address the difficulties with this issue as the Act is implemented.

Annual Review of Controls

We confirm that there has been a review of the effectiveness of the system of internal financial control for the period 1 January 2012 to 31 December 2012.

Signed on behalf of the Board


Paul Gallagher
President of NMBI


John Murray
Vice President of NMBI


Date



Comptroller and Auditor General

Report for presentation to the Houses of the Oireachtas

Nursing and Midwifery Board of Ireland

I have audited the financial statements of the Nursing and Midwifery Board of Ireland for the year ended 31 December 2012 under Section 34 of the Nurses and Midwives Act 2011. The financial statements, which have been prepared under the accounting policies set out therein, comprise the statement of accounting policies, the income and expenditure account, the balance sheet and the related notes. The financial statements have been prepared in the form prescribed under Section 34 of the Act, and in accordance with generally accepted accounting practice in Ireland as modified by the directions of the Minister for Health in relation to accounting for superannuation costs.

Responsibilities of the Board

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

Responsibilities of the Comptroller and Auditor General

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

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

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

Scope of audit of the financial statements

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

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

- the overall presentation of the financial statements.

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

Opinion on the financial statements

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

In my opinion, except for the accounting treatment of the Board's superannuation costs and liabilities, the financial statements have been properly prepared in accordance with generally accepted accounting practice in Ireland and give a true and fair view of the state of the Board's affairs at 31 December 2012 and of its income and expenditure for 2012.

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

Matters on which I report by exception

I report by exception if

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

I have nothing to report in regard to those matters upon which reporting is by exception.

Seamus McCarthy

Seamus McCarthy
Comptroller and Auditor General
23 December 2014

Nursing and Midwifery Board of Ireland

Statement of Accounting Policies For the Year Ended 31 December 2012

Establishment of the Board

The Nursing and Midwifery Board of Ireland (NMBI) was established on 1 January 2012 (commencement order SI 715 of 2011) when the Nurses and Midwives Act 2011 was signed into law. The Act provided for the repeal of the Nurses Act, 1985 and that the body known as An Bord Altranais (Nursing Board) established by the 1985 Act was to continue in being and was to be known as the NMBI. The 2011 Act also provided for the dissolution of the National Council for the Professional Development of Nursing and Midwifery (NCNM) from the 31 December 2011 and for the assets, liabilities and staff to be transferred to the NMBI following dissolution.

1. Period of Financial Statements and Transfer of Balances

These financial statements have been prepared for the period 1 January 2012 to 31 December 2012. The financial statements recognise:

- All Income and Expenditure for the Nursing and Midwifery Board from the date of establishment 1 January 2012. The comparatives represent the combined figures for An Bord Altranais and the NCNM as set out in their respective 2011 Financial Statements.
- Comparative Opening Balance Sheet figures combining all assets and liabilities as set out in the final Balance Sheets of the ABA and the NCNM at 31 December 2011 which were transferred to the NMBI.

2. Accounting Convention

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

3. Basis of Accounting

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

4. Period of Financial Statements

The financial statements relate to the year ended 31 December 2012.

5. 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. An estimate of current year income for November and December is made based on a trend analysis of receipts throughout the year with the remaining actual receipts in the months November and December being treated as amounts in advance. They are shown as deferred income in the balance sheet and will be booked as income in the subsequent year. Outstanding fees are not brought to account until they are received.

Other Fee Income

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

State Grants

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

Nursing and Midwifery Board of Ireland

Statement of Accounting Policies For the Year Ended 31 December 2012

6. Fixed Assets- Deprecation

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

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

7. Superannuation Contributions

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

Nursing and Midwifery Board of Ireland

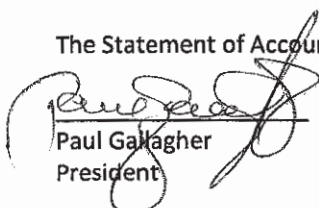
Income and Expenditure Account
For the Year Ended 31 December 2012

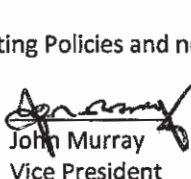
		2012	2011
		€	€
Income			
Annual Retention Fee	Note 1	5,835,815	5,435,642
Registration Fee	Note 2	439,500	480,083
Verification Fee	Note 2	100,682	122,350
HSE Grant Nursing Careers Centre	Note 3	200,000	200,000
Department of Health Grants	Note 3	189,679	1,340,000
Superannuation Contributions		127,878	150,366
Bank & Investment Interest		40,607	28,657
Other Income	Note 4	43,145	2,661
Transfer from Capitalisation Account		-	37,964
Total Income		6,977,306	7,797,723
Expenditure			
Accommodation Costs	Note 5	459,227	566,884
Staff Costs	Note 6/7	3,010,755	3,487,880
Administration Costs	Note 8	1,983,468	1,257,437
Fitness to Practice	Note 9	1,516,534	1,012,327
Library	Note 10	21,805	23,454
Newsletter		-	55,930
Nursing Careers Centre	Note 11	73,435	83,449
Depreciation	Note 12	341,080	346,609
Loss on Disposal of Fixed Assets		-	20,905
Lease Surrender		-	42,500
Continuing Education Programmes		-	272,506
Superannuation Provision	Note 13	162,770	-
Total Expenditure		7,569,074	7,169,881
 (Deficit)/Surplus for the year		 (591,768)	 627,842
 Impairment of Property	Note 12	 -	 (4,799,079)
 Surplus at beginning of the year	Note 24	 9,743,522	 13,914,759
 Surplus at end of the year		 9,151,754	 9,743,522

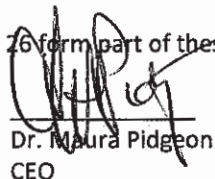
Note: The 2011 comparative figures are the combined figures for ABA and the NCNM as set out in their respective 2011 Financial Statements. See Note 24

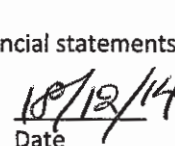
All gains and losses for the year have been recognised in arriving at the deficit of income over expenditure.

The Statement of Accounting Policies and notes 1 to 26 form part of these financial statements.


 Paul Gallagher
 President


 John Murray
 Vice President


 Dr. Maura Pidgeon
 CEO


 18/12/14
 Date

Nursing and Midwifery Board of Ireland

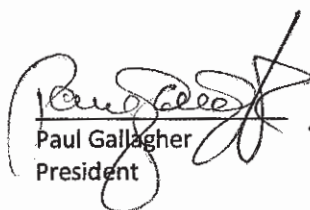
Balance Sheet

As at 31 December 2012

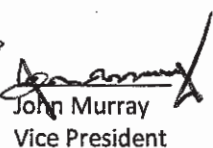
		2012		2011	
		€	€	€	€
Fixed Assets	Note 12		12,347,632		12,579,853
Current Assets					
Cash at Bank and in Hand	Note 14	2,481,806		449,325	
Short Term Deposits	Note 14	785,547		3,725,191	
Debtors and Prepayments	Note 15	<u>216,761</u>		<u>388,385</u>	
		3,484,114		4,562,901	
Current Liabilities					
Amounts falling due within one year	Note 16	<u>(3,291,838)</u>		<u>(3,778,582)</u>	
Net Current Assets			192,276		784,319
Non-Current Liabilities					
Amounts falling due after one year	Note 17		<u>(3,388,154)</u>		<u>(3,620,650)</u>
Total Assets Less Current Liabilities			<u>9,151,754</u>		<u>9,743,522</u>
Represented By					
Accumulated Fund			<u>9,151,754</u>		<u>9,743,522</u>

Note: The 2011 comparative Balance Sheet figures above are the total of all assets and liabilities of the ABA and the NCNM at 31 December 2011 which were transferred to the NMBI. See Note 25

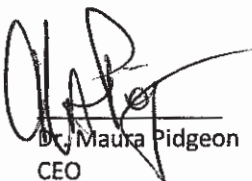
The Statement of Accounting Policies and notes 1 to 26 form part of these financial statements.



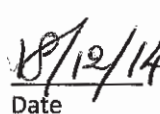
Paul Gallagher
President



John Murray
Vice President



Dr. Maura Pidgeon
CEO



18/12/14
Date

Nursing and Midwifery Board of Ireland

Cash-flow Statement
For the Year Ended 31 December 2012

		€ 2012
Deficit for Year		(591,768)
Depreciation Charge		341,080
(Increase)/Decrease in Debtors		171,624
Increase/(Decrease) in Creditors		(514,790)
Prior Year adjustment	Note 12	23,023
Deposit Interest		(40,607)
Bank Interest		82,185
Net Cash Outflow from Operating Activities		<u>(529,253)</u>

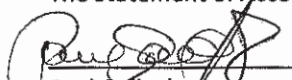
Cash Flow Statement

Net Cash Outflow from Operating Activities		(529,253)
Return on Investments and Servicing of Finance	Note 18	(41,578)
Capital Expenditure	Note 18	(131,882)
Management of Liquid Resources	Note 18	2,939,644
Financing	Note 18	(204,450)
Increase/(Decrease) in Cash		<u>2,032,481</u>

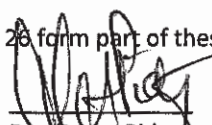
**Reconciliation of Net Cash Flow to Movement
in Net Debt**

Increase/(Decrease) In Cash		2,032,481
Increase/(Decrease) In Short Term Deposits		(2,939,644)
(Increase)/Decrease in Short Term Finance		(28,046)
(Increase)/Decrease in Long Term Finance		232,496
Change In Net Funds/(Debt)		<u>(702,713)</u>
Net Funds/ (Debt) at start of year		349,416
Net Funds/(Debt) at end of year	Note 14	<u><u>(353,297)</u></u>

The Statement of Accounting Policies and notes 1 to 26 form part of these financial statements.


 Paul Gallagher
 President


 John Murray
 Vice President


 Dr. Maura Pidgeon
 CEO

18/12/14
 Date

Nursing and Midwifery Board of Ireland

Notes to the Financial Statements

For the Year Ended 31 December 2012

1. Annual Retention Fees (ARF)

The ARF is an annual payment made by each nurse and midwife in order to maintain their name on the active register maintained by the Nursing and Midwifery Board of Ireland. In 2012 the ARF was €88 (2011: €88). There were 66,888 names on the active register in 2012 (67,130 in 2011). The table below provides the number of active registrants in 2012 and a breakdown of the number of registrants on each division. Note that nurse/midwife may appear on more than one division of the register, hence the difference between the total number of registrants and the number of divisions.

Division	2012	2011
Advanced Midwife Practitioner	4	4
Advanced Nurse Practitioner	109	97
Children's	4,220	4,157
General	55,433	55,819
Intellectual Disability	4,727	4,615
Midwives	11,850	12,065
Nurse Prescriber	481	386
Psychiatric	9,223	9,384
Public Health	2,402	2,414
Tutors	604	600
Other	154	182
Total	89,207	89,723

2. Registration/Verification Fees

	€ 2012	€ 2011
First time registration (trained in Ireland)	145	145
First time registration (trained outside Ireland)	200	200
Additional qualification application (trained in Ireland)	60	60
Additional qualification application (trained outside Ireland)	69	69
Certificate of Current Professional Status (verification)	60	60

3. Health Service Executive/Department of Health Grants

Health Service Executive Grant: An amount of €200,000 (2011 - €200,000) was received from the Health Service Executive (HSE), acting on the directions of the Department of Health, as a contribution towards the running of the Nursing Careers Centre (see Note 11). The HSE have accounted for this under the expenditure heading Education and Training.

Department of Health Grants: The Department of Health provided once off funding of €189,679 in respect of the 2012 salaries of staff who transferred from the National Council for the Professional Development of Nursing and Midwifery. The Council was funded almost entirely by way of Department grant and in 2011 it received €1.34 million.

	€ 2012	€ 2011
4. Other Income		
Restoration fees	17,975	-
Duplicate Certifications	5,950	-
Other Fees	308	-
Registration Appeal Fees	540	-
Contributions towards legal costs.	9,400	-
Miscellaneous/other income	8,972	2,661
Total	43,145	2,661

Nursing and Midwifery Board of Ireland

Notes to the Financial Statements For the Year Ended 31 December 2012

5. Accommodation Costs	2012	2011
Mortgage Interest	82,185	128,189
Cleaning	61,478	54,641
Insurance	21,920	40,636
Light & Heat	63,877	38,860
Repairs & Maintenance	229,767	187,370
Office Equipment	-	12,563
Other Accommodation Costs	-	104,625
Total	459,227	566,884

6. Staff Costs	2012	2011
Wages and Salaries	2,446,081	2,057,928
Employers PRSI	183,270	155,030
Pensioners	381,404	353,511
NCNM	-	921,411
Total Staff Costs	3,010,755	3,487,880

Note A: Pension levy deductions of €216,508 (2011: €181,136) were made from staff salaries and €216,508 (2011: €184,899) was remitted to the Department of Health. The comparative figures for Wages and Salaries and Employers PRSI relate to 2011 ABA only. NCNM is shown as one figure.

7. Average Headcount

The average headcount for the Nursing and Midwifery Board of Ireland in 2012 was 45. (The total for 2011 was 58, 45 for ABA and 13 for NCNM).

8. Administration	2012	2011
Travel & Subsistence	217,000	118,925
Telephone	34,066	86,458
Postage	258,331	53,335
Print & Stationery	237,707	183,431
Staff Training & Recruitment	65,283	62,704
Audit Fees	20,680	17,244
Professional Fees	636,411	325,039
Legal Fees NCNM	-	7,981
Bank Interest & charges	44,526	40,782
Computer/IT	377,112	202,337
Projects	9,221	60,367
Misc.	83,131	98,834
	1,983,468	1,257,437

9. Fitness to Practice	2012	2011
FTP Administration	33,903	128,554
Legal Fees	1,388,607	836,033
Stenographer Fees	94,024	47,740
Total	1,516,534	1,012,327

Nursing and Midwifery Board of Ireland

Notes to the Financial Statements For the Year Ended 31 December 2012

10. Library

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

11. Nursing Careers Centre

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

	2012	2011
Recruitment Expenses	23,641	17,992
Public Appointments Service	49,794	65,457
Total	73,435	83,449

12. Fixed Assets

	Freehold Land €	Premises €	Equipment & Fittings €	Computer Software €	Computer Hardware €	Telephone Equipment €	Total €
Cost or Valuation							
At 1 January 2012	1,265,833	12,378,773	211,030	645,809	695,866	97,263	15,294,574
Additions	-	-	7,407	-	124,475	-	131,882
Prior Year Adjustment (Note A)	-	-	-	(23,023)	-	-	(23,023)
At 31 December 2012	1,265,833	12,378,773	218,437	622,786	820,341	97,263	15,403,433
Accumulated Depreciation							
At 1 January 2012	-	1,410,733	111,698	434,421	681,315	76,554	2,714,721
Charge for Year	-	247,575	20,710	39,619	31,282	4,196	343,382
Prior Year Adjustment (Note A)	-	-	-	(2,302)	-	-	(2,302)
At 31 December 2012	-	1,658,308	132,408	471,738	712,597	80,750	3,055,801
Net Book Value at 31 December 2012	1,265,833	10,720,465	86,029	151,048	107,744	16,513	12,347,632
Net Book Value at 31 December 2011	1,265,833	10,968,040	99,332	211,388	14,551	20,709	12,579,853

Note A: The Prior Year Adjustment relates to additions to fixed assets in 2011 included in error.

Nursing and Midwifery Board of Ireland

Notes to the Financial Statements For the Year Ended 31 December 2012

12. Fixed Assets (Continued)

Note B: The Board's premises at Carysfort Avenue, Blackrock, Co Dublin was purchased by An Bord Altranais (ABA) in 2006 at a cost of €14.8 million. ABA had not depreciated the land value and had recognised an annual depreciation charge in respect of the buildings in order to write off the building over 50 years.

At December 2010, the land was included at a carrying value of €6.1 million and the buildings at €11.2 million. In May 2012 a valuation of €3.1 million ex VAT (for land and buildings) was assessed by an independent valuer and in accordance with Financial Reporting Standard (FRS) 11, the Board then carried out an impairment review in the context of the preparation of the 2011 financial statements for ABA.

The May 2012 valuation was apportioned between land and buildings in the same proportions as a valuation conducted in 2007 to assess the value as between land and buildings. At that time 40.8% of the value was deemed to relate to the site with the remainder relating to the building. Accordingly it was estimated that the land was now valued at €1.265 million and the building at €1.834 million.

An impairment charge of €4.8 million in relation to the land was recognised in the 2011 financial statements. In accordance with FRS 11, no impairment was recognised in relation to the building.

13. Superannuation

The Superannuation provision includes monies that NMBI had expected to recoup from previous employers of pensioners, relating to their periods of service with these employers. Due to the uncertainty of these monies being recouped the full superannuation provision is being charged to the current period. In 2011 this provision was recognised as a debtor on the Balance Sheet with a value of €162,770.

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

	1 January 2012	Cash Flow	31 December 2012
Cash at bank and in hand	449,325	2,032,481	2,481,806
Short Term Deposit	3,725,191	(2,939,644)	785,547
Debt Due Within One Year	(204,450)	(28,046)	(232,496)
Debt Due After One Year	(3,620,650)	232,496	(3,388,154)
Total	349,416	(702,713)	(353,297)

15. Debtors and Prepayments

	2012	2011
Debtors	197,122	362,770
Prepayments	19,639	25,615
	216,761	388,385

Nursing and Midwifery Board of Ireland

Notes to the Financial Statements For the Year Ended 31 December 2012

16. Creditors - Amounts falling due within one year

	2012	2011
Trade Creditors and Accruals	462,147	414,316
Deferred Income (Note A)	2,597,195	3,159,816
Mortgage due in less than one year	232,496	204,450
	<u>3,291,838</u>	<u>3,778,582</u>

Note A: Deferred Income (Refer to Accounting Policy 5 for further details)

	2012	2011
Deferred Income at 1 January	3,159,816	2,894,408
Receipts in Year	5,273,194	5,701,050
Recognised as income in Year	(5,835,815)	(5,435,642)
Deferred Income at 31 December	<u>2,597,195</u>	<u>3,159,816</u>

17. Creditors - Amounts falling due after one year

	2012	2011
2 – 5 Years	929,984	817,800
Over 5 Years	2,458,170	2,802,850
Mortgage	<u>3,388,154</u>	<u>3,620,650</u>

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

18. Gross Cash Flows

Return on Investment and Servicing of Finance	2012
Deposit Interest	40,607
Bank Interest	(82,185)
	<u>(41,578)</u>
Capital Expenditure	
Payments to acquire Tangible Fixed Assets	(131,882)
	<u>(131,882)</u>
Management of Liquid Resources	
Transfer from Short Term Deposit to Cash	2,939,644
	<u>2,939,644</u>
Financing	
Capital Repayment of Mortgage	(204,450)
	<u>(204,450)</u>

Nursing and Midwifery Board of Ireland

19. Remuneration of Chief Executive Officer

The CEO received total emoluments of €127,587 and €10,027 in travel expenses and subsistence in 2012. In 2011 the figures were €60,897 and €1,072 respectively (from date of commencement July 2011).

In line with Department of Public Expenditure and Reform Guidelines, the Chief Executive Officer did not receive a performance related award in 2012.

The pension entitlements of the CEO do not extend beyond the standard entitlements of the Local Government Superannuation Scheme.

20. Board Members Fees

There were no fees paid to Board Members during 2012. Travel and Subsistence paid to Board members in 2012 was €81,419 (2011 ABA €63,493, NCNM €16,955)

21. Board Members Interests

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

22. Capital Commitments

There were no capital commitments on the 31 December 2012.

23. Comparative Figures

Some changes have been made to the presentation of items in the comparative figures so that they agree with their treatment in the current year.

Nursing and Midwifery Board of Ireland

Notes to the Financial Statements
For the Year Ended 31 December 2012**24. Comparative Income and Expenditure Figures for 2011**

The Nurses and Midwives Act 2011 provided that all the functions, staff, assets and liabilities of the ABA were to be transferred to the NMBI on a going concern basis and that with the dissolution of the NCNM all assets, liabilities and staff were to be transferred to the NMBI. For comparative purposes the 2011 figures in the Income and Expenditure Account of the Nursing and Midwifery Board of Ireland comprise the Income and Expenditure as set out in the 2011 Annual Financial Statements of the two organisations that have merged into this new body as follows:

	ABA 31/12/2011 €	NCNM 31/12/2011 €	Combined 31/12/2011 €
Income			
Annual Retention Fee	5,435,642	-	5,435,642
Registration Fee	480,083	-	480,083
Verification Fee	122,350	-	122,350
Department of Health Grants	200,000	1,340,000	1,540,000
Superannuation Contributions	111,568	38,798	150,366
Bank & Investment Interest	28,657	-	28,657
Other Income	2,661	-	2,661
Transfer from Capitalisation Account	-	37,964	37,964
Total Income	6,380,961	1,416,762	7,797,723
Expenditure			
Accommodation Costs	449,696	117,188	566,884
Staff Costs	2,566,469	921,411	3,487,880
Other Administration Costs	1,014,269	243,168	1,257,437
Fitness to Practice	1,012,327	-	1,012,327
Library	20,290	3,164	23,454
Newsletter	55,930	-	55,930
Nursing Careers Centre	83,449	-	83,449
Depreciation	329,550	17,059	346,609
Loss on Disposal of Fixed Assets	-	20,905	20,905
Lease Surrender	-	42,500	42,500
Continuing Education Programmes	-	272,506	272,506
Total Expenditure	5,531,980	1,637,901	7,169,881
Surplus/(Deficit) for the year	848,981	(221,139)	627,842
Impairment of Property	(4,799,079)	-	(4,799,079)
Surplus at beginning of 2011	13,619,314	295,445	13,914,759
Surplus at end of 2011	9,669,216	74,306	9,743,522

Nursing and Midwifery Board of Ireland

Notes to the Financial Statements For the Year Ended 31 December 2012

25. Opening Balance Sheet

On 1 January 2012, the date of commencement of the NMBI, all the assets and liabilities of the NCNM and the ABA transferred to the NMBI. The comparative figures in the balance sheet of the NMBI comprise the closing balance sheet figures of the two organisations that have merged into this new body as follows:

	ABA	NCNM	Combined NMBI
	31/12/2011	31/12/2011	01/01/2012
	€	€	€
Fixed Assets	12,579,853	-	12,579,853
Current Assets			
Cash at Bank and in Hand & ST Deposits	4,073,573	100,943	4,174,516
Debtors and Prepayments	388,385	-	388,385
	4,461,958	100,943	4,562,901
Current Liabilities			
Amounts falling due within one year	(3,751,945)	(26,637)	(3,778,582)
Net Current Assets	710,013	74,306	784,319
Non-Current Liabilities			
Amounts falling due after one year	(3,620,650)	-	(3,620,650)
	9,669,216	74,306	9,743,522
Represented By			
Accumulated Fund	13,619,314	-	13,619,314
(Deficit) on Activities	(3,950,098)	-	(3,950,098)
Reserve	-	74,306	74,306
	9,669,216	74,306	9,743,522

26. Approval of Financial Statements

These financial statements were approved by the board on 12th December 2014

Appendix One

An Bord Altranais

Board Members



Mrs. Anne Carrigy

Director Serious Incidents
Management Team
Health Service Executive
Dr Steeven's Hospital, Dublin 8

President

Administration –
General Nursing



Mr. John Murray

Community Mental
Health Nurse
Brook House,
Cork Rd, Waterford

Vice President

Clinical Practice –
Psychiatric Nursing



Mrs. Jacqueline Burke

Nurse Tutor
School of Nursing,
Midwifery and Health
Systems
University College Dublin.

Training – General Nursing



Mrs. Deirdre Duffy

Public Health Nurse
Health Centre, Glenside
Road, Wicklow

Clinical Practice – Public
Health Nursing



Ms. Aine Enright

Clinical Nurse Manager
Cheeverstown House Ltd.
Dublin 6W.

Clinical Practice –
Intellectual Disability
Nursing



Ms. Louise Gallagher

Midwifery Tutor
School Of Nursing &
Midwifery
Trinity College, Dublin 2.

Training – Midwifery



Ms. Marie Gilligan

Head of Client Services
Sisters of La Sagesse
Services Cregg House,
Sligo.

Administration –
Intellectual Disability
Nursing



Ms. Mary Godfrey

Nurse Tutor
Director, Centre for
Children's, Nursing
Education, Our Lady's
Children's Hospital,
Crumlin, Dublin 12.

Training - Children's
Nursing



Ms. Mary Kenneally

Staff Nurse
Lakeview Psychiatric Unit,
Naas Hospital,
Co. Kildare

Clinical Practice –
Psychiatric Nursing



Ms. Maureen Kington

Clinical Practice
Development
Co-ordinator, National
Maternity Hospital, Holles
Street, Dunlin 2.

Clinical Practice –
Midwifery



Ms. Cathryn Lee

Clinical Nurse Manager
University College
Hospital, Galway.

Clinical Practice – General
Nursing



Mr. Gerard Maguire

Nurse Tutor
School of Nursing &
Midwifery,
Trinity College, Dublin 2.

Training – Psychiatric
Nursing



Mr. John McCardle

Assistant Director of
Nursing
Donegal Mental Health
Service, Tirconnail House,
St. Conal's Hospital,
Letterkenny, Co. Donegal

Administration –
Psychiatric Nursing



Ms. Orla O'Reilly

Nurse Tutor
School of Nursing,
Dublin City University,
Dublin 9.

Training – Intellectual
Disability Nursing



Ms. Virginia Pye

Director of Public Health
Nursing
Health Centre, Longford
Road, Mullingar,
Co. Westmeath

Administration – Public
Health Nursing



Ms. Siobhan Quirke

Staff Nurse
St. Finbarr's Hospital,
Douglas,
Cork

Clinical Practice – General
Nursing



Ms. Pauline Treanor

Director of Midwifery
Rotunda Hospital
Dublin 1.

Administration –
Midwifery



Dr. Robert Burns

Consultant Psychiatrist
St. Stephen's Hospital
Glanmire, Cork.

Registered Medical
Practitioner – Psychiatric
Nurse Training Hospital



Mr. Richard Dooley

Network Manager
South Eastern Hospital
Group, Health Service
Executive, Lacken, Dublin
Road, Kilkenny

Health Service
Executive Management
Representative



Ms. Eimear McAuliffe

Assistant Director of
Public Health Nursing
Health Service Executive,
Dublin Mid-Leinster Local,
Health Office, Tivoli Road,
Dun Laoghaire, Co. Dublin

Representative from the
Field of Education



Ms. Áine McHugh

Nurse Tutor, School of
Nursing, Midwifery and
Health Systems, University
College Dublin

Representative of
Third Level Education
Establishments Involved in
the Education and Training
of Nurses



Dr. Peter McKenna

Consultant Obstetrician/
Gynaecologist
Rotunda Hospital,
Dublin 1.

Registered Medical
Practitioner – Midwifery
Training Hospital



Ms. Cathriona Molloy

Patient Focus
Unit 1A, Sky Business
Centre, Plato Business
Park, Damastown Industrial
Estate, Dublin 15.

General Public Interest
Representative



Ms. Jacinta Mulhere

Clinical Nurse Specialist
Intellectual Disability
Services, Peamount
Hospital, Newcastle,
Co. Dublin

Appointed Nurse



Ms. Ann Sheehan

General Public Interest
Representative

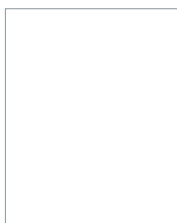
General Public Interest
Representative



Dr. Eamon Breathnach

Consultant Radiologist,
Dublin

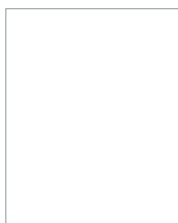
*Board Member, Medical
Council Nominee*



Mr. Chris Fitzgerald

Principal Officer
Department of Health and
Children Dublin 2.

Department of Health and
Children Representative



Mr. Derek Greene

Chief Executive Officer of
the National Rehabilitation
Hospital, Dun Laoghaire

Board Members

2011 Act



Mr. Paul Gallagher
(President)

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

*Board Member, Director of
Nursing, HSE Nominee*



Mr. John Murray

Clinical Nurse Specialist,
Community Mental Health,
Waterford

*Board Member from the
practice of Psychiatric
Nursing*



Ms. Mary Barrett

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

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



Mr. Mark Blake-Knox

Chief Executive Officer,
The Cheshire Foundation
in Ireland

*Board Member from the
Voluntary Sector*



Dr. Eamon Breathnach

Consultant Radiologist,
Dublin

*Board Member, Medical
Council Nominee*



Ms. Margaret Carroll

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

*Board Member, HEI
Nominee*



Ms. Essene Cassidy

Clinical Practice Public
Health Nurse, Waterford

*Board Member from the
practice of Public Health
Nursing*



Ms. Mary Connor

Nurse Tutor, Centre of
Nurse Education, Galway

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



Ms. Sinead Cleary

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

*Board Member from the
practice of Midwifery*



Mr. John Cregan

Director, HSE Regional
Health Office,
Co. Offaly

*Board Member, HSE
Nominee*



Mr. Noel Giblin

Staff Nurse Intellectual
Disability Services,
Co. Mayo

*Board Member from the
practice of Intellectual
Disability*



Prof. Michael Larvin

Head of Graduate Entry
Medical School, University
of Limerick

*Board Member, Minister
for Education and Skills
Nominee*



Ms. Rosarii Mannion

HSE, Assistant National
Director HR,
Co. Meath

*Board Member, HSE
Nominee*



Ms. Michele Monahan

Radiographic Services
Manager, Connolly
Hospital, Dublin

*Board Member, CORU
Nominee*



Ms. Linda Phelan

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

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



Ms. Madeline Spiers

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

*Board Member
from the practice of
General Nursing*



Prof. John Wells

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

*Board Member, HEI
Nominee*

The term of office for the Board under the 1985 Act expired in October 2012.

Board attendance at meetings 2012

Board Member	25th Jan	26th Jan	9th Feb	28th Mar	29th Mar	25th Apr	27th Jun	28th Jun	2nd Aug	25th Sept	Total No. of Meetings 10
Anne Carrigy	✓	✓					✓		✓	✓	5
Aine Enright		✓				✓	✓	✓	✓	✓	6
Orla O' Reilly	✓						✓				2
Pauline Treanor	✓		✓	✓	✓	✓		✓		✓	7
Maureen Kington	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	10
Bobby Burns	✓					✓	✓	✓		✓	5
Cathryn Lee	✓	✓					✓	✓			4
Eamonn Breatnach	✓			✓						✓	3
Deirdre Duffy	✓			✓		✓	✓	✓	✓	✓	7
John Murray	✓	✓	✓	✓	✓	✓	✓	✓	✓		9
Mary Kenneally			✓	✓	✓	✓	✓				5
Jacinta Mulhere					✓	✓			✓	✓	4
Caitriona Molloy	✓	✓	✓			✓	✓	✓	✓	✓	8
Siobhan Quirke				✓	✓	✓	✓	✓	✓	✓	7
Eimear McAuliffe	✓	✓	✓	✓	✓	✓	✓	✓		✓	9
Mary Godfrey	✓	✓	✓	✓	✓	✓	✓	✓		✓	9
John McCardle	✓	✓					✓	✓	✓	✓	6
Gerard Maguire	✓	✓	✓	✓	✓		✓	✓			7
Richard Dooley											0
Jacqueline Burke	✓	✓	✓	✓	✓	✓	✓	✓	✓		9
Aine McHugh					✓	✓				✓	3
Maire Gilligan	✓		✓	✓		✓	✓	✓		✓	7
Virginia Pye	✓	✓			✓	✓					4
Louise Gallagher	✓								✓	✓	3
Peter McKenna											0
Ann Sheehan	✓	✓		✓	✓	✓			✓	✓	7
Chris Fitzgerald	✓	✓									2
Derek Greene							✓	✓			2

Appendix Two

Board Committees

Registration Appeals Committee

Terms of Reference:

- To consider Appeals from applicants to the Register who have been informed that they are not eligible to be registered as they do not meet with the requirements of the Board for registration under the Nurses Rules, 2010;
- To determine outcomes of appeals in accordance with Board policy.

Committee Members

Anne Carrigy - Chairperson
 John Murray
 Pauline Treanor
 Maureen Kington
 Aine McHugh
 Siobhan Quirke
 Eimear McAuliffe
 Mary Godfrey
 Caitriona Molloy

Registration Appeals Committee Attendances 2012

Board Member	29th Feb	20th Jun	25th Sep	Total No. of Meetings
				3
Anne Carrigy				0
John Murray	✓	✓		2
Pauline Treanor	✓	✓	✓	3
Maureen Kington		✓	✓	2
Siobhan Quirke		✓	✓	2
Eimear McAuliffe	✓	✓	✓	3
Aine McHugh	✓	✓	✓	3
Mary Godfrey	✓			1
Caitriona Molloy	✓	✓		2

Audit Committee

Terms of Reference:

1. Establishment

- 1.1. The Board of An Bord Altranais shall establish a standing Committee to be known as the Audit Committee, in accordance with the terms of Section 13 (1) of the Nurses Act, 1985.
- 1.2. The Board shall review the constitution and terms of reference of the Committee periodically, as appropriate.
- 1.3. The Committee shall meet at least twice a year.

2. Membership

- 2.1. Members of the Committee shall be members of the Board.
- 2.2. The Committee shall consist of a minimum of 6 members, one of whom shall be the President of the Board or in the President's absence the Vice-President. The quorum for meetings shall be 3.
- 2.3. The Board shall appoint a member of the Board, other than the President and Vice-President, to act as Chairperson of the Committee.
- 2.4. In matters of accountability the Chief Executive Officer, shall attend meetings of the Committee.
- 2.5. Membership of the Committee shall be included in the annual report.

3. Scope and Definition of Activities

- 3.1. The Committee shall ensure that effective systems, financial controls and procedures are in place and operating, to enable An Bord Altranais operate in an orderly, efficient and value-for-money manner.

3.2. The Committee shall have:

- Authority and the resources to investigate any matters within its terms of reference;
- Full access to information; and
- Authority to obtain external professional advice and to invite relevant experts to attend meetings if necessary.

4. External and Internal Audit

- 4.1. The external auditor and the internal auditor shall be invited to attend meetings of the Committee at least once a year, without staff of the Board present, to discuss the annual audit of the Board's financial accounts and internal audit matters.
- 4.2. The Committee shall ensure that there is an appropriate internal audit function, as specified under the Board's formal Charter for Internal Audit, to ensure that An Bord Altranais is fully compliant with all internal audit requirements under the Code of Practice for the Governance of State Bodies.
- 4.3. The Committee shall periodically consult with the external auditor regarding the operation, resourcing and work programme of the internal audit function.
- 4.4. The internal auditor shall report directly to the Committee and shall also have access to the President of An Bord Altranais and the Chairperson of the Committee.
- 4.5. The Committee shall ensure that the independence of the internal and external audit functions is maintained.
- 4.6. The internal auditor shall act on behalf of the Board in carrying out internal audits and no operational area or level within the organisation shall be precluded from internal audit review.

5. Reporting to the Board

- 5.1. The Committee shall report and make recommendations to the Board on:
- External audit reports and requirements;
 - Internal audit reports and requirements;

6. Confidentiality

- 6.1 A Committee member shall not, without the consent of the Board, disclose confidential information obtained by him/her, or as a result of having performed, duties as a member of the Committee.

In February, 2011 the Board increased the membership of the Audit Committee from 6 to 9 members. In June, 2011 the Board was informed that the Audit Committee would be required to meet on a more frequent basis as the provisions of the new Act were implemented. As a result of this it was proposed that the Board increase the membership of the Audit Committee further. It was noted that meetings of the Finance and General Purpose Committee were held on the same day as the Audit Committee. The membership of the Audit Committee would now be 14 and a quorum of 7 would be required for meetings.

Committee Members

Anne Carrigy
Ann Sheehan
Richard Dooley
John McCardle
Virginia Pye
Aine Enright
Derek Greene
Siobhan Quirke
Cathryn Lee
Chris Fitzgerald
Gerard Maguire
Pauline Treanor
Jacqueline Burke
John Murray

Audit Committee Attendances 2012

Committee Member	29th Feb	4th Apr	20th Jun	3rd Sep	24th Sep	Total No. of Meetings
						5
Jacqueline Burke			✓	✓	✓	3
Anne Carrigy				✓	✓	2
Richard Dooley		✓				1
Aine Enright	✓					1
Derek Greene	✓			✓	✓	3
Chris Fitzgerald						0
Cathryn Lee		✓	✓	✓		3
Gerard Maguire		✓				1
John McCardle	✓		✓	✓	✓	4
Siobhan Quirke			✓	✓	✓	4
Anne Sheehan	✓			✓		2
Pauline Treanor			✓		✓	3
Virginia Pye	✓			✓		2
John Murray	✓	✓	✓	✓		4

Finance and General Purposes Committee

Terms of Reference

- Recommend to the Board the remuneration and conditions for the post of Chief Executive Officer;
- Authorise variations in the Annual Budget where overall budget provision is exceeded;
- Monitor income and expenditure and furnish a progress report to each meeting of the Board;
- Submit draft Annual Report and Accounts for consideration by the Board with a view to publication;
- Make recommendations to the Board in relation to borrowings or overdraft requirements;
- Make recommendations to the Board in relation to the scale of fees to be charged under Section 25 of the Act;
- Oversee the application of the Freedom of Information legislation in An Bord Altranais;
- Oversee the operation of the Nursing Careers Centre;
- Make decisions in respect of other financial matters which the Chief Executive Officer presents to it;
- Approve major capital expenditure.

Finance and General Purpose Committee Attendance 2012

Committee Member	29th Feb	4th Apr	20th Jun	3rd Sep	24th Sep	Total No. of Meetings
						5
Jacqueline Burke			√	√	√	3
Anne Carrigy				√	√	2
Richard Dooley		√				1
Aine Enright	√			√		2
Derek Greene	√		√	√	√	4
Chris Fitzgerald						0
Cathryn Lee		√	√	√		3
Gerard Maguire		√				1
John McCardle	√		√	√	√	4
Siobhan Quirke			√	√	√	4
Anne Sheehan	√			√		2
Pauline Treanor			√		√	3
Virginia Pye	√			√		2
John Murray	√	√	√	√		4

Education and Training Committee

Terms of Reference

- Establish the professional requirements and standards for nurse and midwifery education programmes including programmes leading to Registration;
- Provide an approval process to determine that third level institutions and health care institutions meet the requirements and standards for the provision of programmes leading to Registration;
- Monitor and evaluate standards in practice for the education and training of nurses and midwives;
- Satisfy itself as to the suitability of an institution to provide nursing and midwifery education approved by the Board;
- Satisfy itself as to the standards of theoretical and practical knowledge required for Registration with the Board;
- Ensure that the requirements relating to education and training of nurses and midwives for Registration satisfy the minimum standards specified in any Directive or Regulation adopted or made by the Council of European Communities which relates to qualifications required by nurses and midwives to secure Registration;
- Satisfy itself as to the adequacy and suitability of post registration courses for nurses and midwives provided by bodies recognised by the Board for that purpose;
- Engage in research into the education and training of nurses and midwives, including the formulation of experimental curricula and the evaluation of existing programmes;
- Maintain statistical records related to attrition from programmes and collate and present such records for the purposes of manpower planning to the Department of Health and Children;
- Ensure through education and training that protection of the public is set in standards which ensure public confidence in nurses and midwives;
- Monitor on-going changes in service delivery and assess the impact of such change on pre-registration education syllabi and the assessment of competencies to enter the Register of Nurses;
- Provide guidance to the profession in relation to educational issues;
- Support the continuing professional development of nursing and midwifery through publications, seminars and conferences;
- Provide a quality assurance mechanism in partnership with service providers and education providers;

Membership of the Education and Training Committee

- The committee shall be set up on the commencement of a Board's term of office for the duration of the Board;
- The number of members of the Committee shall not exceed 17 including the President and the Vice- President;
- Membership shall include at least 11 members of An Bord Altranais and no more than 5 places will be reserved for representatives of the third-level colleges 4 of whom should directly be involved in offering pre-registration nursing and/or midwifery programmes. The other position would be reserved for the representative of 'third level educational establishments' or 'a person who is experienced in the field of education' appointed by the Minister for Health to An Bord Altranais;

- The 3 members to be appointed from the third-level colleges' constituency will comprise representation of the Universities and the Institutes of Technology involved in pre-registration education on a pro-rata basis of students within the particular educational sector;
- Membership of the colleges' constituency will be invited through the representative bodies of the Heads of the Colleges decided by the representative bodies;
- Membership from An Bord Altranais representing each of the divisions of the Register of Nurses includes 3 representatives each of education, management and practice;
- 1 member appointed to represent the Directors of Centres for Nurse/Midwife Education;
- 1 member appointed to represent the Directors of Nursing and Midwifery Planning and Development Units;

- The quorum for the Committee shall be 5;
- The committee shall meet at least four times a year.

Committee Member

Board Member Appointments	External Appointments
Anne Carrigy <i>Chairperson</i>	Pauline Coughlan
Louise Gallagher	Teresa Lee
John Murray	Mary Wynne
Aine McHugh	Pearse Murphy
Marie Gilligan	
Jacqueline Burke	
Mary Godfrey	
Mary Kenneally	
Aine Enright	
Virginia Pye	
Gerard Maguire	

Education and Training Committee Attendance 2012

Committee Member	12th Jan	12th Mar	12th Jun	30th Aug	25th Sep	Total No. of Meetings
						5
Anne Carrigy			✓		✓	2
Mary Godfrey	✓	✓		✓		3
Aine McHugh			✓	✓	✓	3
Pauline Coughlan	✓	✓	✓	✓	Telecon	5
Mary Wynne	✓	✓	✓	✓		4
Virginia Pye	✓	✓	✓	✓		4
Jacqueline Burke			✓			1
Aine Enright	✓		✓	✓		3
John Murray	✓	✓	✓	✓	✓	5
Marie Gilligan				✓	✓	2
Louise Gallagher			✓		Telecon	2
Mary Kenneally		✓				1
Gerry Maguire	✓		✓	✓	Telecon	4
Teresa Lee						

Ethics Committee

Terms of Reference

- To regularly review An Bord Altranais guidelines taking cognisance of ethical principles and to further develop these guidelines if necessary to ensure high professional standards;
- To provide guidance to the profession relating to ethical conduct and behaviour;
- To provide a forum and guidance to An Bord Altranais, to the profession and to those who require it, in relation to ethical conduct, practice and research;
- To develop a position statement for consideration by the Board in respect of ethical issues, as the need arises, that affect the public, the profession and the Board, encompassing professional dilemmas and bioethical issues.

Membership of the Ethics Committees:

- The Ethics Committee shall be a separate committee of the Board;

- Membership of the Ethics Committee shall not exceed eleven and shall be determined by the Board at its first meeting;
- Two expert members to be appointed;
- The Ethics committee shall include representation of the public interest;
- The quorum for the Ethics Committee shall be seven.

Committee Member

Board Member Appointments	External Appointments
Anne Carrigy Chairperson	Alan Kearns
Chris Fitzgerald	Catherine O'Neill
Jacinta Mulhere	Paul Murray
Mary Godfrey	
Aine Enright	
Gerard Maguire	
Jacqueline Burke	
Peter McKenna	
Ann Sheehan	
Caitriona Molloy	

Ethics Committee Attendance 2012

Committee Member	12th Jan	8th Mar	10th May	30th Aug	24th Sep	Total No. of Meetings
						5
Anne Carrigy					✓	1
Aine Enright	✓	✓	✓	✓		4
Paul Murray	✓		✓		✓	3
Mary Godfrey	✓		✓	✓		3
Jacqueline Burke			✓	✓	✓	3
Gerry Maguire	✓	✓		✓	Telecon	4
Peter McKenna	✓	✓	✓			3
Catherine O'Neill				✓		1
Alan Kearns			✓	✓		2
Jacinta Mulhere		✓	✓		✓	3
Tony Morris						0
Ann Sheehan						0
Cathriona Molloy						0
Chris Fitzgerald		✓				1

Midwifery Committee

Terms of Reference

- Provide advice and recommendations to the Education and Training Committee and to the Board with regard to issues concerning the education of midwives;
- Consider any issues pertaining to the registration of midwives and scope of professional midwifery practice that are brought to the attention of the committee for consideration and which may require the Board to issue guidance to the profession;
- Review and revise, on a three-five yearly basis, all An Bord Altranais publications pertaining to midwives and midwifery practice.

Membership of the Midwifery Committee:

- The committee shall be set up on the commencement of a Board's term of office for the duration of that term of office;
- The membership of the committee shall include the following:
 1. The President of the Board.
 2. The elected member of the Board representing midwives engaged in the administration of midwifery.
 3. The elected member of the Board representing midwives engaged in midwifery education.

4. The elected member of the Board representing midwives engaged in clinical practice in midwifery.
5. One appointed member of the Board representative of the interest of the general public.
6. The Midwifery Advisor in the Department of Health and Children.*
7. A midwife representative of third level educational institutions engaged in the education of midwives.*
8. A midwife engaged in independent domiciliary midwifery practice.* (As recommended by the Report of the Commission on Nursing).

- The chairperson of the committee shall be the President of the Board;
- The quorum for meetings of the committee shall be four.

* As provided for in Section 13 (3) of the Nurses Act, 1985.

Committee Member

Board Member Appointments	External Appointments
Anne Carrigy Chairperson	Declan Devine
Pauline Treanor	Sheila Sugrue
Maureen Kington	Margaret Philbin
Louise Gallagher	
Caitriona Molloy	

Midwifery Committee Attendance 2012

Committee Member	15th Feb	19th Jun	29th Aug	Total No. of Meetings
				3
Anne Carrigy		✓	✓	2
Declan Devane	Telecon ✓	Telecon ✓		2
Louise Gallagher	Telecon ✓	✓	Telecon ✓	3
Elke Hasner		✓		1
Maureen (Mary) Kington	✓	✓		2
Caitriona Molloy		✓	✓	2
Pauline Treanor	✓		Telecon ✓	2
Sheila Sugrue	✓	✓		2
Margaret Philbin	✓	✓	Telecon ✓	3

Fitness to Practise Committee

Terms of Reference

- The Fitness to Practise Committee is formed under Section 13(2) of the Nurses Act, 1985, to carry out the functions of the Board under Part V (Fitness to Practise) of the Act in relation to fitness to practise of nurses.

Fitness to Practise Committee Attendance 2012

Committee Member	15th Feb	25th Apr	20th Jun	5th Sep	24th Oct	5th Dec	Total No. of Meetings
							6
Jacqueline Burke		✓	✓			✓	3
Bobby Burns		✓	✓				2
Deirdre Duffy	✓	✓	✓		✓	✓	5
Marie Gilligan		✓	✓	✓	✓	✓	5
Mary Godfrey	✓	✓	✓	✓	✓	✓	6
Maureen Kington	✓	✓	✓	✓	✓	✓	6
Mary Kenneally	✓	✓	✓		✓	✓	5
Cathryn Lee	✓		✓	✓			3
Eimear McAuliffe	✓	✓	✓	✓			4
John McCardle	✓		✓	✓			3
Aine McHugh			✓			✓	2
Catriona Molloy		✓	✓	✓		✓	4
Jacinta Mulhere							0
John Murray	✓	✓	✓	✓	✓	✓	6
Orla O'Reilly			✓		✓	✓	3
Siobhan Quirke		✓	✓	✓	✓	✓	5
Ann Sheehan	✓	✓		✓	✓	✓	5
Pauline Treanor	✓	✓	✓	✓		✓	5
Eamon Breathnach			✓		✓	✓	3
Virginia Pye	N/A	N/A	N/A		✓	✓	2
Gerry Maguire	N/A	N/A	N/A			✓	1

Board expenses 2012

Board Member	Expenses €
Aine McHugh	790.00
Bobby Burns	1,048.00
Anne Carrigy	1,789.00
Richard Dooley	722.00
Deirdre Duffy	0.00
Louise Gallagher	1,778.00
Marie Gilligan	5,182.00
Mary Godfrey	1,885.00
Jacqueline Burke	1,919.00
Mary Kenneally	696.00
Maureen Kington	3,587.00
Cathryn Lee	2,106.00
Gerry Maguire	6,327.00
Eimear McAuliffe	85.00
John McCardle	5,530.00
Cathriona Molloy	6,440.00
Jacinta Mulhere	0.00
John Murray	9,350.00
Orla O'Reilly	786.00
Virginia Pye	4,527.00
Siobhan Quirke	6,064.00
Ann Sheehan	20,309.00
Pauline Treanor	0.00
Aine Enright	499.00
Chris Fitzgerald	0.00
Eamonn Breatnach	0.00
Total	81,419

Appendix Three

Board Representation on External Committees

Board representation on external committees:

Board of Faculty of Nursing and Midwifery, RCSI
Representative: Anne-Marie Ryan

Health Service Executive, Organ Donation and Transplantation Programme
Representative: Anne-Marie Ryan

Health Service Executive, National Steering Committee on Home Births
Representative: Anne-Marie Ryan

Department of Health – National Clinical Effectiveness Committee
Representative: Anne-Marie Ryan

Health and Social Care Regulatory Forum
Representative: Anne-Marie Ryan

Royal College of Physicians in Ireland, Working Group on Traffic Medicine
Representative: Anne-Marie Ryan

FEPI Working Group of Nursing Education Training and Competencies
Representative and Chair: Anne-Marie Ryan

European Health Management Association – EU Sector Skills Council on Employment and Skills for Nursing and the Care Workforce
Representative: Anne-Marie Ryan

ICN, Working Group for Credentialing
Representative: Anne-Marie Ryan

Department of Health Steering Group – Key Performance Indicators
Representative: Kathleen Walsh

HSE Patient First Initiative, Medication Safety Forum
Representative: Kathleen Walsh

HSE, National Clinical Leadership Development Project
Representative: Kathleen Walsh

HSE, X-ray prescribing
Representative: Kathleen Walsh

HIQA, National Standards for Safer Better Healthcare
Representative: Thomas Kearns

Health and Social Care Regulatory Forum, Patient Safety Sub-group
Representative: Thomas Kearns

Advisory Group on the Dementia Services Information and Development Centre
Representative: Thomas Kearns

National Mental Health Project Steering Group
Representative: Thomas Kearns

HSE, Working Group Palliative Care Competency Framework
Representative: Judith Foley

HIQA, Advisory Group meeting, National Standards for the Protection and Welfare of Children
Representative: Judith Foley

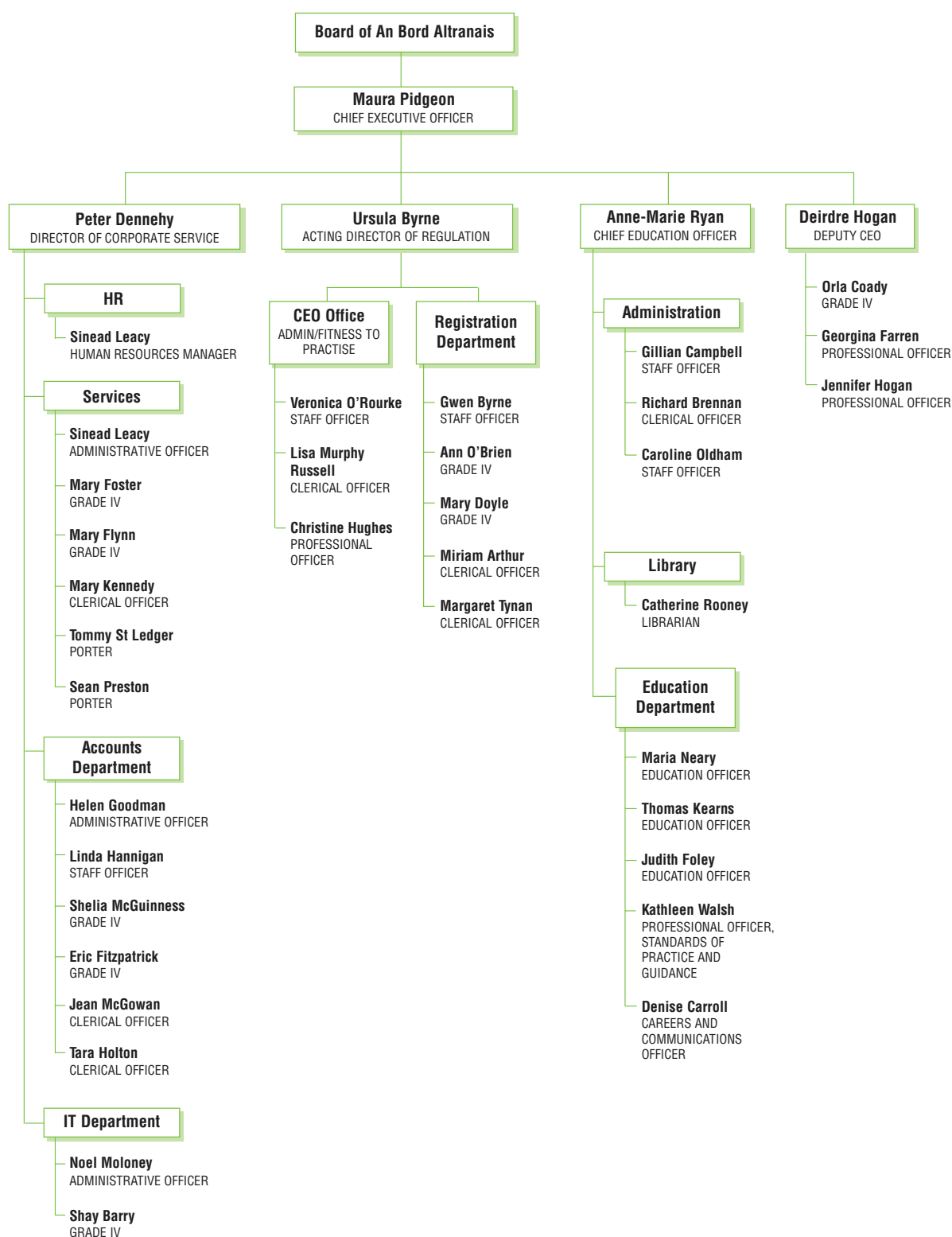
Health and Social Care Regulatory Forum, Communications Network sub-group
Representative: Denise Carroll

Appendix Four

An Bord Altranais

Organisation Chart

Chart As at 31st December, 2012



Appendix Five

Higher Education Institutions and Associated Healthcare Institutions

Higher Education Institutions Approved for Pre-Registration Honours Degree Programmes at 31st December 2012

Athlone Institute of Technology

Dublin City University

Dundalk Institute of Technology

Galway-Mayo Institute of Technology

Institute of Technology, Tralee

Letterkenny Institute of Technology

National University of Ireland Galway

St. Angela's College, Sligo

Trinity College Dublin

University College Cork (NUI)

University College Dublin (NUI)

University of Limerick

Waterford Institute of Technology

Associated Healthcare Institutions for Schools of Nursing/Midwifery Approved at 31st December 2012

General Nursing

Adelaide Hospital, Dublin

Meath Hospital, Dublin

Beaumont Hospital, Dublin

Bon Secours Hospital, Cork

Cork University Hospital

Mercy University Hospital

South Infirmary – Victoria University Hospital

Connolly Hospital, Dublin

Letterkenny General Hospital

HSE Mid Western Regional General Nursing Services - Regional Hospital Limerick

Mater Misericordiae University Hospital, Dublin

HSE Dublin North East General Nursing Services - Our Lady of Lourdes Hospital, Drogheda

Portiuncula Hospital, Galway

St James's Hospital, Dublin

St Michael's Hospital, Co. Dublin

St Vincent's University Hospital, Dublin

Sligo General Hospital

Kerry General Hospital, Tralee

HSE Midland Area General Nursing Services

Galway University Hospitals

HSE South Eastern Regional General Nursing Services - Waterford Regional Hospital

Mayo General Hospital

Intellectual Disability Nursing

St Joseph's Intellectual Disability Services, Dublin

Daughters of Charity Intellectual Disability Services, Dublin

St John of God, North East Services & HSE Dublin North East Intellectual Disability Nursing Services

Intellectual Disability Services, Donegal

Cregg House, Sligo

St Anne's, Moore Abbey, Co. Kildare

Stewart's Hospital Services Limited, Dublin

COPE Foundation, Cork

Daughters of Charity, St Vincent's Centre, Co. Limerick

HSE South Eastern Region & Voluntary Intellectual Disability Nursing Services

Psychiatric Nursing

HSE Midland Area Psychiatric Nursing Services

St Ita's Psychiatric Nursing Services, Co. Dublin

St Vincent's, Fairview, Dublin

HSE Dublin North East Psychiatric Nursing Services

HSE Western Area Psychiatric Nursing Services, Mayo

HSE Southern Psychiatric Nursing Services, Kerry

Donegal & Sligo/Leitrim Mental Health Services

HSE West Psychiatric Nursing Services, Galway

HSE South & West Dublin, Kildare, Wicklow Mental Health Services

St Patrick's Hospital, James's Street, Dublin

HSE South Psychiatric Nursing Services, Cork

St John of God Hospital, Stillorgan, Co. Dublin

HSE Mid Western Region Psychiatric Nursing Services

HSE South Eastern Region Psychiatric Nursing Services

Children's & General Nursing (Integrated)

The National Children's Hospital, Dublin

Our Lady's Children's Hospital, Dublin

Children's University Hospital, Dublin

Cork University Hospital

Midwifery

Coombe Women's and Infants University Hospital, Dublin

National Maternity Hospital, Dublin

HSE Dublin North East Maternity Services - Our Lady of Lourdes Hospital, Co. Louth

Rotunda Hospital, Dublin

St Munchin's Regional Maternity Hospital, Limerick

HSE South - Cork University Maternity Hospital

University College Hospital, Galway



Report of Activities 2013

Implementation Process for the Introduction of the Nurses and Midwives Act, 2011

The commencement order of 2 October 2012 required accelerated implementation of Parts 7, 8 and 9 and the relevant sections of Part 6 (the Register). As a consequence the organisation commissioned the development of a critical path for the implementation of the 2011 Act. The rollout of the critical path and the associated organisational Cross Functional Teams (XFT) has been very productive. The Organisational Development Programme interfaces with the implementation of the XFTs as it enables and provides the environment for staff development and for their engagement and participation in the running of the organisation.

XFT 1 – Governance Documents

A cross functional team was established to prepare a governance manual for the organisation, to include all governance documents pertinent to staff and to the Board, and to our interactions with each other, the public and our registrants.

XFT 2 – Rules

A cross functional team was established to develop the Board Rules (Statutory Instruments), required to support the 2011 Act.

S.I. 435 of 2013 mainly concerning the establishment of the nurses division of the register of nurses and midwives, and the formal establishment of the candidate register and divisions therein was approved.

A second S.I., concerning restoration to the register following cancellation of registration (Section 79 of the Nurses and Midwives Act, 2011) was in consultation phase at the end of 2013.

XFT 3 – Communications

As part of its strategic development, NMBI aims to provide a better service to all stakeholders

supported through a communications plan. The communications plan will ensure that the roles and responsibilities of NMBI as the regulator of nurses and midwives are understood by registrants, the public and all other key stakeholders.

To support this strategy, an organisational cross functional team was established in 2013. The activity in the communications office in 2013, supported by the work of the cross functional team, included:

- Development of a phone system policy;
- Undertaking an internal telephone survey;
- Development of an e-mail policy;

- Undertaking market research (Amarach Consultation) addressing public perception of nursing in Ireland;
- Management of organisational re-branding project;
- Review of NMBI website.

XFT 4 – Code of Conduct/Scope of Practice

The project for review of the Code of Professional Conduct under the management of an NMBI cross functional team and under the supervision of an Ethics subgroup of experts in the field of ethics established by the last Board has drafted a new code "Code of Professional Conduct and Ethics for Registered Nurses and Midwives. The Code consultation information sessions concluded in December 2013. Attendance at the sessions was primarily by nurses, midwives and students from a diversity of practice settings and NMBI staff were involved in regional radio spots and local newspapers published details of the sessions to encourage public participation. Written submission deadline for feedback on the draft Code is early in 2014. The project for review of the Scope team under the management of an NMBI cross functional team reviewed international codes and scopes of professional practice. It was determined that the services of an external agency would be engaged to analyse of the consultation of the scope of practice and to evaluate the current of scope of practice.

XFT 5 – SharePoint

SharePoint Project (cross functional team 5) was set up to provide a unified infrastructure for managing business information, consolidating intranet and any future extranet sites on a single platform and for the development of the application and implementation of the Microsoft SharePoint application.

XFT 5a – Document Management (SharePoint)

A document management team (team 5a) was also established as a sub-group to the cross functional team, to work on a naming and filing convention with a view to storing current documents on SharePoint.

XFT 6 – Frontline Team

In 2013 an organisational cross functional team was established to:

- Complete a complaints procedure and identify a nominated liaison officer for the Ombudsman's office by 1st May, 2013, in compliance with the (Ombudsman (Amendment) Act 2012;
- Develop a Customer Care Programme for all staff;
- Develop of a Code of Practice that meets the requirements of the different stakeholders and stakeholder groups both internal and external to NMBI by 1st October, 2013, in accordance with Part 2, Section 9, (3) of the 2011 Act;
- Develop a "Principles of Service" Statement;
- Review NMBI data protection statement;
- Review NMBI freedom of information statement;
- Review NMBI "Prompt Payment by Public Sectors" statement.

Under the Ombudsman (Amendment) Act 2012, NMBI and approximately 140 other bodies came under the remit of the Office of the Ombudsman from 1st May, 2013 and NMBI was required to appoint a liaison officer. The remit of the Office of the Ombudsman vis-à-vis NMBI is limited to *“an action taken in the performance of administrative functions relating to the establishment and maintenance of a register of nurses under the Nurses Act 1985 and to its role as the competent authority for the purposes of mutual recognition of nursing qualifications obtained in or recognised by a Member State”*.

A liaison officer was appointed and the Office of the Ombudsman notified. Notice detailing the above has been placed on the NMBI website.

A customer service area was been launched on the NMBI website, identifying the designated NMBI customer services officer. A policy and procedure for the management of comments and complaints was developed and implemented throughout the organisation.

Strategy Development Working Group

A working group was established to develop a three year statement of strategy for the organisation. The group initially comprised five Board members (later increased to six), the senior management team and the leaders of the six cross functional teams, and also provided for the appointment of an external consultant to assist the working group. A copy of the strategy which was presented to the Board at the end of 2013.

XFT 7 – Advanced Nursing/Midwifery Practice

In 2013 a working group was established to develop standards and requirements for advanced practice:

- for presentation to the Board of NMBI for its consideration;

- in line with Nurses & Midwives Act 2011;

- to facilitate the Commencement Order/s pertinent to Advanced Practice;

- to develop requirements and standards for use by the higher education institutions and prospective employers regarding advanced nurse practitioners (ANPs) and advanced midwifery practitioners (AMPs) in order that a nurse/midwife may apply for registration with NMBI.

Education and Standards Department 2013

The Mission is to promote and implement high standards and quality service provision within the Education Department of Bord Altranais agus Cnáimhseachais na hÉireann by implementing the relevant provisions of the Nurses and Midwives Act 2011 Part 10, the Strategic Plan work streams 2 and 3 as relevant supported by the Operational Plan of NMBI by:

- Setting, developing and maintaining quality high standards in the provision of education and training of nurses and midwives
- Approving and inspecting programmes of education in third level institutions and health care institutions to provide high standards in the programmes leading to Registration
- Ensuring that the requirements relating to the education and training of nurses and midwives for Registration will satisfy the minimum standards specified in any Directive or Regulation adopted or made by the Council of European Communities
- Supporting continuing professional development of nursing and midwifery

- Maintaining a library that supports the management of information needs of all NMBI projects and information management
- Providing professional support and guidance to nurses and midwives in relation to professional practice, ethical conduct and behaviour
- Providing guidance for the professions on issues relating to the scope of nursing and midwifery practice

NMBI Approval of Courses

Pre-Registration Courses for approval

The Board considered and approved a number of curricula in respect of pre-registration nursing and midwifery education programmes:

The following pre-registration curriculum documents were approved in 2013:

- **National University of Ireland Galway**

Bachelor of Nursing Science – General Nursing

Bachelor of Nursing Science – Psychiatric Nursing

- **Dundalk Institute of Technology**

Bachelor of Nursing Science – General

Bachelor of Nursing Science – Psychiatric Nursing

Bachelor of Nursing Science – Intellectual Disability Nursing

Bachelor of Nursing Science – Midwifery

- **Letterkenny Institute of Technology**

Bachelor of Nursing Science – General

Bachelor of Nursing Science – Psychiatric

Bachelor of Nursing Science – Intellectual Disability

Annual Reports related to registration programmes of Nurse Education and Training were received and adopted from all colleges in respect of approved programmes and monitoring of conditions.

Category 1 Applications

An evaluation and review of the CPD directory was undertaken by stakeholders and from April, 2013 Category 1 approval and the granting of NMBI continuing education units was extended to a 2 year timeframe as appropriate. While programme approval previously included face to face and blended learning methods, approval was further extended to recognise and facilitate e-learning programmes.

621 Category 1 courses were approved between September 2012 and April 2013;

298 Category 1 courses were approved between April, 2013 and July 2013.

208 Category 1 courses were approved between October, 2013 and November 2013. Up to December, 2013 a total of 1133 Category 1 courses were approved.

NMBI Site Visit Programme

The Board approves the programmes of education provided that lead to registration in nursing or midwifery divisions of the register of nurses and midwives and NMBI undertakes site visit inspections to all HEIs and associated healthcare facilities providing such education courses. Site visits to each HEI take place over a five year cycle with additional site visit inspections undertaken where necessary and continuous monitoring used to ensure the on-going maintenance of required NMBI standards.

In order to undertake all such site visits, additional non-Board persons were appointed in 2013 to assist the executive and the Board in its work, to ensure openness and transparency in its business, and to engage actively with our nursing and midwifery colleagues.

Midwifery Site Visits

Prof Declan Devane	Chair of Midwifery, NUIG
Ms Jane Mary Kelly	Midwifery Practice Development Co-ordinator, Our Lady of Lourdes Hospital
Ms Evelyn Smith	Assistant Director Nursing/Midwifery Service Manager, Letterkenny General Hospital
Ms Sile Gill	Early Pregnancy Unit, Castlebar Hospital
Ms Susanne Daly	CNM, Coombe Women and Infant University Hospital

Psychiatric Site Visits

Dr Jarlath McKenna	Lecturer in Psychiatric Nursing, Waterford Institute of Technology
Mr David Timmons	Nurse Planner/Clinical Advisor, National Forensic Mental Health Service
Ms Christina Larkin	Director of Nursing, Practice Development Co-ordinator for Mental Health, HSE
Mr John McCardle	Assistant Director of Nursing, Donegal Mental Health Services
Mr Timothy Frawley	CNM, Cluain Mhuire Community Mental Health Service, Dublin

General Site Visits

Ms Theresa Frawley	Clinical Nurse Specialist – ENT, Midland Regional Hospital
Mr Justin Kerr	Mayo General Hospital Practice Development Co-ordinator
Ms Cathryn Lee	Assistant Director of Nursing, Galway University Hospital
Ms Noreen Casey	Nurse Practice Development Co-ordinator, Sligo General Hospital
Ms Avilene Casey	National Clinical Care Programme for Acute Medicine, HSE
Ms Dawn O Sullivan	Research Assistant
Ms Marita Fogarty	Assistant Director of Nursing, Portiuncula Hospital

Children's Site Visits

Ms Susanne Dempsey	Director of Nursing, The Children's University Hospital
Ms Siobhan Horkan	Assistant Director of Nursing, Women's and Children Division, Portiuncula Hospital

Intellectual Disability Site Visits

Ms Marie Gilligan	Quality and Patient Safety Directorate, HSE
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Public Health Nursing Site Visits

Ms Anne-Marie	Assistant Director of Public Health Nursing, Mayo PCCC
Ms Eimear McAuliffe	Assistant Director of Public Health Nursing, Dublin
Ms Fiona O Dwyer	Acting Assistant Director of Public Health Nursing, Dublin
Ms Virginia Pye	Director of Public Health Nursing, Westmeath

Care of the Older Person Site Visits

Dr Michael Connolly	Head of Education, All Ireland Institute of Hospice and Palliative Care
Ms Patricia Toland	Donegal PCCC Community Hospital
Mr Vincent Kearns	HIQA Inspector – Older people
Ms Siobhan Quirke	Director of Care, The Powdermill Nursing Home, Cork
Ms Valerie Joy	Director of Nursing, Lisheen Nursing Home, Dublin.

NMBI Pre-Registration programme Site Visits to HEIs and associated Health Care services

The following site visits were conducted in 2013:

- Letterkenny Institute of Technology (full review)
- Waterford Institute of Technology (full review)
- Trinity College Dublin (Prescribing programme)
- Royal College of Surgeons in Ireland (Prescribing programme)
- Waterford Institute of Technology (Prescribing programme)
- Trinity College Dublin (RNP)

NMBI Advanced Practice Site Visits

Site visit work in 2013 included:

- St Patrick's Hospital (Child & Adolescent)
- St James's Hospital (Breast Care)
- Limerick (Diabetes)
- Limerick (Colposcopy)
- Galway (Emergency Posts) (follow up site visit)
- Limerick Maternity (Women's Health)
- St Patrick's (Child & Adolescent)
- AMNCH (Cardiology)
- AMNCH (Epilepsy)
- St. Luke's Hospital Kilkenny (Emergency)
- St. Luke's Hospital Kilkenny (Gastroenterology)
- Galway (Vascular)

Social Media and Social Networking Guidance

The Social Media Working Group, consisting of representatives of NMBI Education staff and the INMO, PNA and SIPTU, developed professional guidance to nurses, midwives and students on the use of social media and social networking, supported by an external advisory group. The Social Media and Social Networking Guidance document was launched at the NMBI conference in October, 2013, by the Minister for Health. The guidance documents were also launched at the World Health Organisation Europe Chief Nursing Officer meeting in Vilnius, Lithuania which was attended by the most senior nursing and midwifery leaders and key policy makers across Europe and beyond.

Nursing Careers Centre (NCC)

The NCC has been managed by the Board since 1998. Its main functions are:

- The processing of mature applicants to pre-registration degree programmes;
- The promotion and marketing of nursing and midwifery;
- The provision of information to registered nurses and midwives.

Applications to Nursing/Midwifery Pre-Registration Degree Programme in 2013

2364 applications for mature code nursing/midwifery were received for the 2013 intake. Following a review of systems and processes of the 2012 competition changes were made to streamline the process of application and to bring it in-line with other competitions conducted by the Public Appointments Service (PAS). A service level agreement between NMBI, the Central Applications Office and the PAS was revised and agreed for the year.

An evaluation of the written assessment test is in progress and a meeting took place with the Australian Council for Educational Research (ACER) to discuss the possibilities of developing an assessment test for nurses/midwives similar to the Health Professions Admission Test (HPAT).

NMBI Library Services

NMBI library services continue to include the provision of an internal library and information distribution service. The preparation and distribution of the monthly NMBI ezine is also managed through the library.

Library Statistics (October 2012-March 2013)

Journal articles/staff requests (copied)	258
Regulation Matters articles copied	1
Literature searches (staff)	2
Interlibrary loans (requested by NMBI)	15
Interlibrary loans (requested by Irish health libraries)	22
Enquiries (phone)	302
Post outs	253

Library Statistics (1 September 2013 – 30 November 2013)

Journal articles/staff requests (copied)	0
Regulation Matters articles copied	0
Literature searches (staff)	5
Interlibrary loans (requested by NMBI)	9
Interlibrary loans (Requested by Irish health libraries)	20
Enquiries (phone)	116
Post outs	183

Professional guidance queries received 2013

Jan to Dec 2013

Category	Admin	Professional Officer Practice of Standards and Guidance
Nursing Careers	317	5
Irish Registration	294	18
EU Registration	11	0
Non EU registration	78	2
Return to Practice	113	4
Elearning	19	2
Category 1	179	0
Category 2	65	0
Education	105	11
Medication Management	59	93
Library	58	0
Clinical Practice	130	178
Fitness to Practise	2	28
Total	1430	341
Total into department	1771	

Inaugural NMBI Nurses Week

NMBI held its inaugural Nurses Week from 7th to 11th October, 2013. The purpose of the week was to highlight and celebrate the role that nursing plays in the health services in Ireland, building on furthering collaboration, engagement, and participation between the board and our registrants whilst embracing a more enabling and facilitating regulatory process.

Nurses Week Programme 2013

- Launch of NMBI's smoke free campus initiative by Dr Ambrose McLoughlin, secretary general, Department of Health and chairman of HSE and Dr Siobhan O Halloran, chief nursing officer, Department of Health;
- Publication of NMBI's first research into the public's views on nursing and midwifery;
- First "open day" held with the members of Dáil and Seanad. Nurses working in advanced practice roles were accompanied by the CEO to address members of the Oireachtas and highlight both their clinical roles and the role of NMBI respectively;
- The NMBI annual national conference, entitled "Back to the future: Preserving the fundamentals of nursing and midwifery and adapting to new futures in healthcare";
- Publication of new social media guidelines for the nursing and midwifery professions;
- Symposium - Public consultation on upcoming NMBI projects, including the launch of the public consultation on the new draft code of professional conduct for the professions;
- A debate streamed live featuring Senator John Crown, Ms Cathriona Molloy, Patient Focus and Dr Anne-Marie Ryan, Chief Education Officer, NMBI. The debate was

chaired by Mr Paul Gallagher, President NMBI, on what the future holds for nursing in an ever changing and dynamic health care environment;

- First focus group held with students to guide future communications strategy.

NMBI National Conference

The NMBI National Conference was held on 10th October, 2013. The title for the conference was Patient Safety through the Regulation of Nursing and Midwifery.

FEPI – Federation of European Nurse Regulators

NMBI retains its association with FEPI through "Observer Status". Political agreement was reached with the European Parliament on legislation to recognise professional qualifications throughout the EU. This is an important step towards the completion of the European Single Market and was a priority of the Irish presidency. The new proposals will bring a number of benefits for professionals and consumers across the EU including the introduction of a European Professional Card that will make it easier for professionals to have their qualifications recognised outside of their own country.

In addition to recognising professional qualifications, the legislation also promotes an alert system to protect consumers and strengthen patient safety. The alert system will apply where a professional has been convicted of an offence or suspended from practising, which is a particularly welcome development for patients and public safety in the EU, as it will apply to health professionals amongst others. The legislation also clarifies the language requirements applicable to applicants seeking recognition of professional qualifications.

Throughout the review process undertaken in relation to the Directive, NMBI engaged at both national and European level to ensure that standards of nursing and midwifery education and training in Europe were not adversely affected in proposed changes to the legislation.

EU Symposium - Exploring the contribution of Nurses to Healthcare in Europe

In April, 2013, NMBI hosted an EU symposium entitled "Exploring the contribution of Nurses to Healthcare in Europe" which was an associated event of the Irish Presidency of the Council of the EU. The event was a great success and was attended by chief nurses, representatives of competent authorities as defined in the legislation including some from Ministries of both education and health, educators of nurses, managers of services including hospitals, representatives of nurses from across Europe and beyond was opened by Mr Alex White T.D. Minister of State, with responsibility for primary care in Ireland. This symposium provided a holistic view of the issues at hand, by bringing together government policy, educational policy and economic arguments. A concluding statement for collaborating together in a voluntary European platform of stakeholders in the interest of patient safety and professional mobility was agreed with a view to agree questions for a World Café type meeting to address the issues in the Directive that require a consensus agreement for change in the next iteration of the Directive and under "Delegated Acts". In a follow up to the successful symposium held in Dublin in April, 2013, a further meeting took place in Croatia in November, 2013, to explore how nursing will interpret the new competencies in the Directive in the first instance.

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

eHealth Romanian visit

NMBI was invited to support an initiative to develop nurse education and practice with the regulator of nursing in Romania. An EU project, co- financed by the European Social Fund NMBI supported the transactional partnership with The Order of Nurses, Midwives and Medical Assistants in Romania and provide a 3 day programme. The project is supporting eHealth initiatives with the following objectives:

- To provide information technology training program for nurses, in the context of computerised health systems; To increase adaptability and competitiveness of health staff, through training and ICT skills certification courses and transitional exchanges, thus facilitating the development of the competences of health sector employees, according to the professional aspiration and the labour market;
- To participate in the transactional partnerships with large-scale EU professional associations (Spain and Ireland).

NMBI hosted the exchange project for 40 nurses and midwives from Romania in September 2013. NMBI entered into a partnership with the SANITAS Federation Romania to support the programme. Two groups of 20 nurses and midwives from across all clinical areas of practice in Romania were accommodated. The programme included site visits to School of Nursing and Human Sciences DCU and the Mater Misericordiae University Hospital, Dublin.

New Zealand Midwifery Council visit to NMBI

NMBI hosted a meeting with Ms Sharon Cole, chief executive and Ms Sue Calvert, Midwifery Advisor, from the Midwifery Council of New Zealand. to discuss issues related to education, registration, professional practice and regulation.

Tanzania Nursing and Midwifery Council (TNMC)

NMBI facilitated a two day visit with Mrs. Lena Mfalila, Registrar of the Tanzania Nursing and Midwifery Council (TNMC) in December 2013. Mrs. Mfalila is a year in post with new legislation in Tanzania and was anxious to meet with a regulator outside Africa and one in Africa with long established regulatory system. During her visit Mrs. Mfalila explored the structures and processes in relation to:

- Administrative: coordination of the Board work including the Council meetings, nurses enrolment and licensing;
- Finance management and funds soliciting;
- Understanding the process for dealing with complaints and enquiries

Visit of Ms Ann Coghlan, CEO, College of Nursing, Ontario, Canada,

As part of the lifelong learning strategy of an effective Board and its executive, the Board was delighted to welcome Ms Ann Coghlan to present to the Board in October, 2013. Ms Coghlan is renowned on the international stage for her expertise in regulation and organisational governance. Furthermore Ms Coghlan as CEO of the College of Nurses Ontario is signatory to the International Nurse Regulatory Consortium of which NMBI are members.

CPD/Maintaining Professional Competence Master class

The Nursing and Midwifery Board of Ireland hosted a master class to discuss and explore the regulation of professional competence continuing professional development. The master class was led from an international and evidence informed perspective by Ms Deanna Williams, President Dundee Consulting Ltd and former registrar Ontario College of Pharmacists with presentations from Irish perspectives provided too. Participants undertook focus group activity to explore the type of structures, processes and methods of operating professional competence schemes for nurses and midwives. Mr. Thomas Kearns is leading the development of the scheme under the leadership of Dr. Anne-Marie Ryan, Chief Education Officer.

NMBI Responses to External Consultations

Submission	Subject	Date
Department of Health	Consultation on transposition of EU Directive 2011/62/EU on Falsified Medicinal Products	22 March 2013
CORU	Public consultation on continuing professional development Development: Standards and Requirements	11 April 2013
HSE	National guidelines for service user feedback	29 November 2012
HSE	National open disclosure policy and guideline Documents for consultation	26 April 2013
HIQA	HIQA new corporate plan 2013 – 2015 stakeholder survey	4 December 2012
HIQA	Standardising patient discharge summary information: a draft national data set for consultation.	3 January 2013
HIQA	National demographic dataset & guidance	2 April 2013
HIQA	Draft corporate plan 2013-2015	22 April 2013
Teaching Council	Educational entry requirements	5 February 2013
National Standards Authority of Ireland	Draft European standard aesthetic surgery services – draft prEN 16372	10 June 2013
National Cancer Registry Board	National Cancer Registry strategic plan	11 Sept 2013

Registration Department 2013

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

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

Statistics as of the 31st December, 2013, with comparative figures from 2012.

Nurses Registered

	Active	Inactive	Total
2012	66,888	25,838	92,726
2013	66,409	28,306	94,715
2011 – 2012	↓ 479	↑ 2,468	↑ 1,989
2011 – 2012	↓ 0.73%	↑ 8.72%	↑ 2.1%

Qualifications Registered

Active	Active 2012	Active 2013	Inactive 2012	Inactive 2013	Total 2012	Total 2013
General	55,433	54,846	21,514	23,518	76,947	78,364
Psychiatric	9,223	9,109	4,364	4,797	13,587	13,906
Children's	4,220	4,272	1,309	1,423	5,529	5,695
Intellectual Disability	4,727	4,762	951	1,068	5,678	5,830
Midwifery	11,850	11,525	6,229	6,819	18,079	18,344
Nurse Prescriber	481	641	51	11	532	652
Public Health	2,402	2,361	910	992	3,312	3,353
Tutor	604	614	217	233	821	847
Adv Nurse Practitioner	109	123	3	2	112	125
Adv Mid Practitioner	4	4	0	0	4	4
Other	154	138	424	439	578	577
Total	89,207	88,395	35,972	39,302	125,179	127,697

Summary

As of 31st December, 2013 there were a total of **94,715** individuals registered with **127,697** qualifications.

Active file: **66,409** individuals with **88,395** qualifications

Inactive File

An Bord Altranais maintains an Inactive File of nurses who are not engaged in the practice of nursing in Ireland.

	2012	2013
Retired	11,218	12,505
Unemployed	1,052	1,128
Career Break	2,251	2,373
Working Abroad	6,945	7,705
Other	4,372	4,595
Total	25,838	28,306

Number of newly registered qualifications

	Ireland 2012	Ireland 2013	EU 2012	EU 2013	Non-EU 2012	Non-EU 2013	Total 2012	Total 2013
General	1,002	892	315	400	95	93	1,412	1,385
Psychiatric	273	277	27	30	0	2	300	309
Children's	147	155	3	9	0	0	150	164
Intellectual Disability	189	141	5	5	0	1	194	147
Midwifery	253	244	17	17	0	0	270	261
Nurse Prescriber	145	119	0	0	0	0	145	119
Public Health	73	39	0	2	0	0	73	41
Tutor	24	26	1	0	0	1	25	27
Adv Nurse Practitioner	15	14	0	0	0	0	15	14
Adv Mid Practitioner	0	0	0	0	0	0	0	0
Total	2,121	1907	368	463	95	97	2,584	2,467
2012 – 2013		↓ 214		↑ 95		↑ 2		↑ 117
2012 – 2013		↓ 11.23%		↑ 20.52%		↑ 2.07%		↑ 4.75%

Country of Training of new EU registrants

Country – 2012	Country – 2013
1st: United Kingdom	1st: United Kingdom
2nd: Portugal	2nd: Portugal
3rd: Spain	3rd: Spain
4th: Romania	4th: Romania
5th: Germany	5th: Poland
+ 19 other countries	+ 15 other countries

Country of Training of new non-EU registrants

Country – 2012	Country – 2013
1st: India	1st: India
2nd: Nigeria	2nd: Philippines
3rd: Philippines	+ 16 other countries
4th: USA	
+ 21 other countries	

Certificate of Current Professional Status Requests (Verification requests)

Certificates of Current Professional Status (CCPSs) are issued on behalf of nurses/midwives who may wish to register abroad. CCPSs are sent directly from An Bord Altranais to the equivalent Competent/Regulatory Authority in the country/state where the nurse/midwife is seeking registration. A nurse/midwife may apply for more than one CCPS of registration in any given year.

- 1,596 individuals made a total of 1,947 CCPS requests in 2013.

NOTE: A CCPS request **does not** necessarily equate to travel. A separate CCPS is issued for each Division of the Register.

Country CCPS breakdown	Number of requests – 2012	Number of requests – 2013
Australia	770	643
Canada	136	129
United Kingdom	727	963
United States of America	77	67
Other countries	115	
Total	1,865	1,947

Registration of Advanced Nurse Practitioners / Advanced Midwife Practitioners

Overview Statistics - Advanced Practice	2012	2013
Advanced Nurse Practitioners Registered	12	12
Advanced Midwife Practitioners Registered	0	0
Accredited Advanced Nurse Practitioner Posts	16	7
Accredited Advanced Midwifery Practitioner Posts	0	0

Registration Appeals

Overview Statistics – Appeals	2012	2013
Overall number of Appeals	7	13
Appeal against Refused registration	2	8
Appeal against Prescribed adaptation and assessment	4	4
Appeal against Failed adaptation	1	1

Fitness to Practise Department 2013

Nurses Act, 1985:

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

Applications for an Inquiry:

42 applications for an inquiry were considered.

In **33** cases a decision was made:

In **10** cases there was a prima facie case for the holding of an inquiry (30% of 33 cases).

In **23** cases there was not a prima facie case for the holding of an inquiry (70% of 33 cases).

In **6** cases no decision could be made until matters under the criminal justice system had concluded.

2 cases were carried forward to 2014.

One case was referred to the Board, via the Preliminary Proceedings Committee, as the registrant had been convicted of an offence triable on indictment.

Inquiries commenced in 2013:

No.	Source of application - Manager. - Public - Board - Other	Category - Clinical practice/ Competence - Behaviour - Drug/Alcohol abuse - Failure to adhere to Conditions	Grounds for Inquiry: (a) Alleged professional misconduct	Grounds for Inquiry: (b) Alleged unfitness by reason of physical or mental disability	Grounds proven. (a), (b) or both (a) & (b).	No. of Days	Sanction	Comment
1	Manager	Behaviour	(a)		(a)	1	Censure	
2	Board	Clinical practice/ Competence	(a)		No finding	1		
3	Manager	Clinical practice/ Competence Behaviour	(a)		(a)	2	Censure & Conditions	
4	Public	Clinical practice/ Competence Behaviour	(a)		No finding	1		
5	Manager	Clinical practice/ Competence Behaviour	(a)		(a)	1	Censure	
6	Manager	Clinical practice/ Competence Behaviour	(a)		(a)	3	Erased	
7	Manager	Clinical practice/ Competence Behaviour	(a)	(b)	(a)	2	Censure & Conditions	
8	Manager	Behaviour	(a)		(a)	1	Censure	
9	Manager	Clinical practice/ Competence Behaviour	(a)		(a)	1	Censure	
10	Public	Clinical practice/ Competence Behaviour	(a)		No finding	1		
11	Board	Clinical practice/ Competence	(a)		(a)	1	Advise & Conditions	
12	Board	Clinical practice/ Competence Behaviour	(a)		(a)	1	Advise	
13	Manager	Behaviour	(a)		(a)	1	Censure	

14	Manager	Clinical practice/ Competence Behaviour	(a)		(a)	1	Censure	
15	Manager	Clinical practice/ Competence Behaviour	(a)		No finding	2		
16	Manager	Behaviour	(a)			1		Commenced in 2013 but did not conclude.
17	Board	Behaviour	(a)	(b)	(a)	3	Advised	
18	Manager	Clinical practice/ Competence	(a)		(a)	2	Censure	
19	Manager	Drug/Alcohol abuse	(a)	(b)	(a)	1	Censure & Conditions	
20	Manager	Drug/Alcohol abuse	(a)	(b)	(a) & (b)	1	Erased	
21	Board	Behaviour	(a)			2		Commenced in 2013 but did not conclude.
22	Manager	Drug/Alcohol abuse	(a)	(b)	(a) & (b)	1	Censure	
23	Manager	Behaviour	(a)	(b)	(a)	1	Erased	
Total	Manager = 16 Public = 2 Board = 5 Other = Nil	Clinical practice/ competence = 13 Behaviour = 17 Drug/alcohol abuse = 3 Failure to adhere to conditions = 0	23	6	a only = 15 b only = Nil a & b = 2 No finding = 4 2 cases not concluded.	32	Erasure = 3 Suspension = 0 Conditions only = 0 Censure & Conditions = 3 Admonish & Conditions = 0 Advise & Conditions = 1 Censure only = 8 Admonish only = 0 Advise only = 2.	

One other Inquiry commenced in 2012, continued in 2013 but did not conclude.

Nurses and Midwives Act 2011:

Complaints received on or after the 2nd October 2012 are considered by the Preliminary Proceedings Committee (PPC) established pursuant to the Nurses and Midwives Act 2011. The Board held its first meeting on the 26th March 2013 and thereafter the PPC was established. There are ten members of the PPC and these include Board and non-Board members; and nurses, midwives and individuals who are not or never have been nurses or midwives. Having undertaken a training programme, the PPC held its first business meeting on the 4th September 2013.

From the 2nd October, 2012 to the end of 2013 a total of 137 complaints were received, 15 in 2012 and 122 in 2013. By the end of 2013 the PPC had considered 68 complaints.

In 5 cases, there was a prima facie case to warrant further action being taken and the case was referred to the Fitness to Practise Committee for the purpose of holding an inquiry. No inquiries under the Nurses and Midwives Act 2011 were held during 2013.

In 8 cases, a no prima facie decision was made. The remaining 55 complaints were still under consideration at year end.

Section 58 (Application to the High Court from suspension from the register in the public interest):

The Board considered 6 cases pursuant to section 58;

In 1 case, the Board made an application to the High Court for a section 58 Order. The Order was granted.

In 2 cases, the Board accepted an undertaking from the registrant in relation to their practice.

In 3 cases, the Board decided not to make an application to the High Court.

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

The monitoring of the Conditions attached to the retention of a nurse/midwife's name in the Register is a function of the Board. As of 31st December 2013, there were 22 nurses/midwives with conditions attached to their name on the Register.

During 2013, the Board removed the Conditions attached to 5 nurses.

Publication

Details of individual cases are published on the Nursing and Midwifery Board of Ireland (formerly An Bord Altranais) website at www.nmbi.ie

Fitness to practise activity 2000 – 2013

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Active Register	57,072	57,059	58,981	60,774	62,639	65,639	65,415	67,245	68,614	68,483	67,415	67,130	66,888	66,409
New Applications for Inquiry	16	19	27	21	32	42	45	71	75	67	59	66	89	18
Inquiries commenced	4	7	7	5	15	18	19	22	34	19	21	16	21	23
Duration of Inquiries – Days		34	19	21	16	1-5	1-2	1-5	1-8	1-4	1 - 6	1 - 7	1 - 8	1 - 3
Total number of days		21	23	5	26	27	25	30	46	32	33	30	51	32
Applications to High Court to confirm sanctions	0	5	6	3	8	12	12	14	23	9	12	11	12	7
Appeals to High Court	0	0	0	0	1	1	0	0	2	2	0	0	0	0
Consideration re Section 44/58		1	1	6	8	6	9	23	17	13	14	19	9	0
Application to High Court re Section 44/58	0	1	2	4	3	4	6	11	6	5	6	12	4	0
Consideration re Section 42/55(6)				1	0	0	0	2	1	1	2	3	2	0
Application to High Court re Section 42/55(6)	0	0	0	1	0	0	0	2	1	0	2	3	3 1 Appeal	0

The Professional Standards Authority UK (PSA)

Review of the Fitness to Practice Processes under the 1985 Nurses Act.

The Board commissioned an independent review of the fitness to practise processes and procedures under the 1985 Nurses Act which was carried out during 2013.

The PSA review involved an end to end review of the fitness to practise processes of its predecessor organisation An Bord Altranais (ABA) focusing on decision making points, timelines and quality assurance. ABA operated under the legislative framework established by the Nurses Act 1985. The NMBI took over

the functions of regulating the nurses and midwives in October 2012 and operates under the legislative framework established by the Nurses and Midwives Act 2011. The overarching purpose of this review was to take the learnings from the report and apply them not only to the 1985 fitness to practise processes but also to the fitness to practise processes and procedures being designed to address the requirements of the 2011 Nurses and Midwives Act.

The PSA report can be accessed on the nursing board website: www.nursingboard.ie

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Annual Financial Statements for Year Ended 31 December 2013

Annual Financial Statements

For

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

Year Ended 31 December 2013

Nursing and Midwifery Board of Ireland

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Nursing and Midwifery Board of Ireland

General Information

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

Chief Executive Officer Dr. Maura Pidgeon

Address: 18/20 Carysfort Avenue
Blackrock
Co Dublin

Telephone Number: 01 – 639 8500

Fax Number: 01 - 639 8595

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

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

Bankers: Bank of Ireland
Baggot Street
Dublin 2

Nursing and Midwifery Board of Ireland

**Statement of Board Member's Responsibilities
For the Year Ended 31 December 2013**

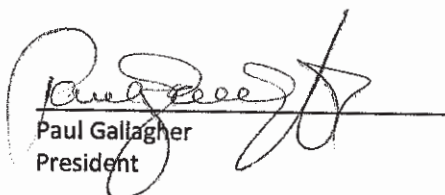
Under the terms of the Nurses and Midwives Act, 2011 which established the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann), the Board acknowledges its responsibility to prepare financial statements for the year which give a true and fair value of the state of affairs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

In preparing those statements the Board is required to:

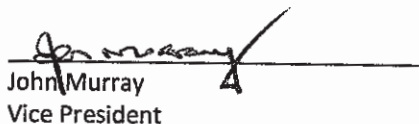
- Select suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent
- Disclose and explain any material departures from applicable accounting standards, and
- Prepare the financial statements on the going concern basis unless it is inappropriate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

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

On behalf of the Board


Paul Gallagher
President

18/12/14
Date


John Murray
Vice President

18/12/14
Date

Nursing and Midwifery Board of Ireland

Statement on Internal Financial Control For the Year Ended 31 December 2013

Responsibility for the System of Internal Financial Control

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

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

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

Key Control Procedures

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

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

Breaches of the Control System in 2013

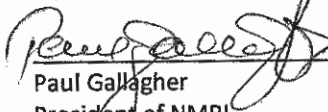
- Annual retention fees received in an accounting period may relate to that accounting period or may be payment of arrears or payments in advance. Payments in advance are treated as deferred income and will be recognised as income in future accounting periods. The Board's system for recording fee income is not capable of recording sufficient information to determine the exact split of income in the year as between income relevant to that accounting period and deferred income. As a result, the value of deferred income is estimated. At the end of 2013, the financial statements recognised an amount of €2.98 million as deferred income. A revised payment process for the Annual Retention Fee as provided for in the Nurses and Midwives Act, 2011 will address the difficulties with this issue as the Act is implemented.

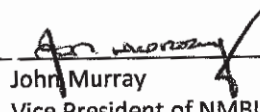
Nursing and Midwifery Board of Ireland

Annual Review of Controls

We confirm that there has been a review of the effectiveness of the system of internal financial control for the period 1 January 2013 to 31 December 2013.

Signed on behalf of the Board


Paul Gallagher
President of NMBI


John Murray
Vice President of NMBI


Date



Comptroller and Auditor General

Report for presentation to the Houses of the Oireachtas

Nursing and Midwifery Board of Ireland

I have audited the financial statements of the Nursing and Midwifery Board of Ireland for the year ended 31 December 2013 under Section 34 of the Nurses and Midwives Act 2011. The financial statements, which have been prepared under the accounting policies set out therein, comprise the statement of accounting policies, the income and expenditure account, the balance sheet and the related notes. The financial statements have been prepared in the form prescribed under Section 34 of the Act, and in accordance with generally accepted accounting practice in Ireland as modified by the directions of the Minister for Health in relation to accounting for superannuation costs.

Responsibilities of the Board

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

Responsibilities of the Comptroller and Auditor General

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

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

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

Scope of audit of the financial statements

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

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

- the overall presentation of the financial statements.

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

Opinion on the financial statements

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

In my opinion, except for the accounting treatment of the Board's superannuation costs and liabilities, the financial statements have been properly prepared in accordance with generally accepted accounting practice in Ireland and give a true and fair view of the state of the Board's affairs at 31 December 2013 and of its income and expenditure for 2013.

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

Matters on which I report by exception

I report by exception if

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

I have nothing to report in regard to those matters upon which reporting is by exception.

Seamus McCarthy

Seamus McCarthy
Comptroller and Auditor General
23 December 2014

Nursing and Midwifery Board of Ireland

Statement of Accounting Policies For the Year Ended 31 December 2013

1. Period of Financial Statements

These financial statements have been prepared for the period 1 January 2013 to 31 December 2013.

2. Accounting Convention

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

3. Basis of Accounting

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

4. Income

Annual Retention Fees

All annual retention fee receipts in the period January to October are brought to account as income in the current year. An estimate of current year income for November and December is made based on a trend analysis of receipts throughout the year with the remaining actual receipts in the months November and December being treated as amounts in advance. They are shown as deferred income in the balance sheet and will be booked as income in the subsequent year. Outstanding fees are not brought to account until they are received.

Other Fee Income

Other Fee Income is accounted for on a cash receipts basis

State Grants

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

5. Fixed Assets- Depreciation

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

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

Nursing and Midwifery Board of Ireland

Statement of Accounting Policies For the Year Ended 31 December 2013

6. Superannuation Contributions

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

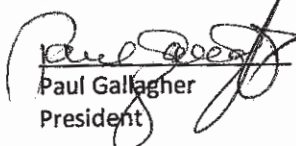
Nursing and Midwifery Board of Ireland

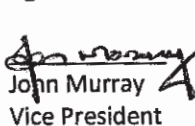
Income and Expenditure Account
For the Year Ended 31 December 2013

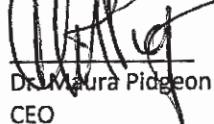
		2013 €	2012 €
Income			
Annual Retention Fee	Note 1	5,386,014	5,835,815
Registration Fee	Note 2	412,901	439,500
Verification Fee	Note 2	98,280	100,682
HSE Grant Nursing Careers Centre	Note 3	200,000	200,000
Department of Health Grants	Note 3	420,421	189,679
Superannuation Contributions		122,125	127,878
Bank & Investment Interest		31,849	40,607
Other Income	Note 4	42,789	43,145
Total Income		6,714,379	6,977,306
Expenditure			
Accommodation Costs	Note 5	490,873	459,227
Staff Costs	Note 6/7	2,796,703	3,010,755
Administration Costs	Note 8	1,790,559	1,983,468
Fitness to Practice	Note 9	1,266,568	1,516,534
Library	Note 10	20,207	21,805
Nursing Careers Centre	Note 11	60,163	73,435
Depreciation	Note 12	327,410	341,080
Superannuation Provision	Note 13	-	162,770
Total Expenditure		6,752,483	7,569,074
(Deficit) for the year		(38,104)	(591,768)
Surplus at beginning of the year		9,151,754	9,743,522
Surplus at end of the year		9,113,650	9,151,754

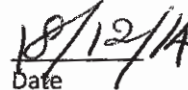
All gains and losses for the year have been recognised in arriving at the deficit of income over expenditure.

The Statement of Accounting Policies and notes 1 to 24 form part of these financial statements.


Paul Gallagher
President


John Murray
Vice President


Dr. Maura Pidgeon
CEO

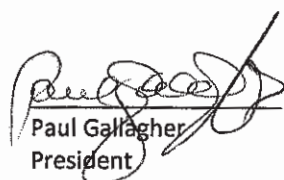

Date 18/12/14

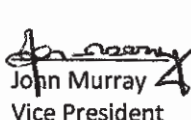
Nursing and Midwifery Board of Ireland

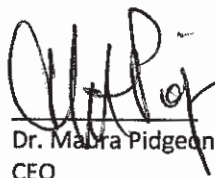
Balance Sheet
As at 31 December 2013

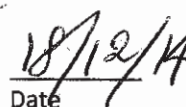
		2013		2012	
		€	€	€	€
Fixed Assets	Note 12		12,044,819		12,347,632
Current Assets					
Cash at Bank and in Hand	Note 14	1,691,939		2,481,806	
Short Term Deposits	Note 14	3,500,001		785,547	
Debtors and Prepayments	Note 15	<u>34,428</u>		<u>216,761</u>	
		5,226,368		3,484,114	
Current Liabilities					
Amounts falling due within one year	Note 16	<u>(5,002,332)</u>		<u>(3,291,838)</u>	
Net Current Assets			224,036		192,276
Non-Current Liabilities					
Amounts falling due after one year	Note 17		<u>(3,155,205)</u>		<u>(3,388,154)</u>
Total Assets Less Current Liabilities			<u>9,113,650</u>		<u>9,151,754</u>
Represented By					
Accumulated Fund			<u>9,113,650</u>		<u>9,151,754</u>

The Statement of Accounting Policies and notes 1 to 24 form part of these financial statements.


Paul Gallagher
President


John Murray
Vice President


Dr. Maura Pidgeon
CEO


Date 18/12/14

Nursing and Midwifery Board of Ireland

Cash-flow Statement For the Year Ended 31 December 2013

	€ 2013	€ 2012
Deficit for Year	(38,104)	(591,768)
Depreciation Charge	327,410	341,080
(Increase)/Decrease in Debtors	182,333	171,624
Increase/(Decrease) in Creditors	1,710,494	(514,790)
Prior Year adjustment Note 12	-	23,023
Deposit Interest	(31,849)	(40,607)
Bank Interest	20,150	82,185
Net Cash outflow from Operating Activities	<u>2,170,434</u>	<u>(529,253)</u>

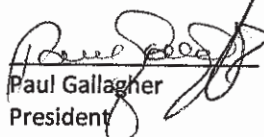
Cash Flow Statement

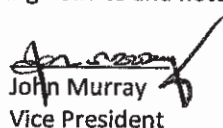
Net Cash outflow from Operating Activities	2,170,434	(529,253)
Return on Investments and Servicing of Finance Note 18	11,699	(41,578)
Capital Expenditure Note 18	(24,597)	(131,882)
Management of Liquid Resources Note 18	(2,714,454)	2,939,644
Financing Note 18	(232,949)	(204,450)
Increase/(Decrease) in Cash	<u>(789,867)</u>	<u>2,032,481</u>

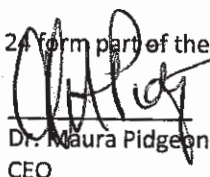
Reconciliation of Net Cash Flow to Movement in Net Debt

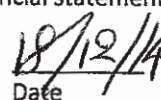
Increase/(Decrease) In Cash	(789,867)	2,032,481
Increase/(Decrease) In Short Term Deposits	2,714,454	(2,939,644)
(Increase)/Decrease in Short Term Finance	0	(28,046)
(Increase)/Decrease in Long Term Finance	232,949	232,496
Change In Net Funds/(Debt)	<u>2,157,536</u>	<u>(702,713)</u>
Net Funds/ (Debt) at start of year	(353,297)	349,416
Net Funds/(Debt) at end of year Note 14	<u>1,804,239</u>	<u>(353,297)</u>

The Statement of Accounting Policies and notes 1 to 24 form part of these financial statements.


Paul Gallagher
President


John Murray
Vice President


Dr. Maura Pidgeon
CEO


Date 18/12/14

Nursing and Midwifery Board of Ireland

Notes to the Financial Statements For the Year Ended 31 December 2013

1. Annual Retention Fees (ARF)

The ARF is an annual payment made by each nurse and midwife in order to maintain their name on the active register maintained by the Nursing and Midwifery Board of Ireland. In 2013 the ARF was €88 (2012: €88). There were 66,409 names on the active register in 2013 (66,888 in 2012). The table below provides the number of active registrants in 2013 and a breakdown of the number of registrants on each division. Note that nurse/midwife may appear on more than one division of the register, hence the difference between the total number of registrants and the number of divisions.

Division	2013	2012
Advanced Midwife Practitioner	4	4
Advanced Nurse Practitioner	123	109
Children's	4,272	4,220
General	54,846	55,433
Intellectual Disability	4,762	4,727
Midwives	11,525	11,850
Nurse Prescriber	641	481
Psychiatric	9,109	9,223
Public Health	2,361	2,402
Tutors	614	604
Other	138	154
Total	88,395	89,207

2. Registration/Verification Fees

	€ 2013	€ 2012
First time registration (trained in Ireland)	145	145
First time registration (trained outside Ireland)	200	200
Additional qualification application (trained in Ireland)	60	60
Additional qualification application (trained outside Ireland)	69	69
Certificate of Current Professional Status (verification)	60	60

3. Health Service Executive/Department of Health Grants

Health Service Executive Grant: An amount of €200,000 (2012 - €200,000) was received from the Health Service Executive (HSE), acting on the directions of the Department of Health, as a contribution towards the running of the Nursing Careers Centre (see Note 11). The HSE have accounted for this under the expenditure heading Education and Training.

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

Department of Health Grants 2012: The Department of Health provided once off funding of €189,679 in respect of the 2012 salaries of staff who transferred from the National Council for the Professional Development of Nursing and Midwifery.

Nursing and Midwifery Board of Ireland

Notes to the Financial Statements
For the Year Ended 31 December 2013

	€	€
4. Other Income	2013	2012
Restoration fees	11,440	17,975
Duplicate Certifications	5,415	5,950
Other Fees	253	308
Registration Appeal Fees	1,500	540
Contributions towards legal costs.	5,700	9,400
Miscellaneous/other income	18,481	8,972
Total	42,789	43,145

	2013	2012
5. Accommodation Costs		
Mortgage Interest	20,150	82,185
Cleaning	52,097	61,478
Insurance	40,970	21,920
Light & Heat	41,558	63,877
Repairs & Maintenance	336,098	229,767
Total	490,873	459,227

	2013	2012
6. Staff Costs		
Wages and Salaries	2,227,204	2,446,081
Employers PRSI	180,325	183,270
Pensioners	389,174	381,404
Total Staff Costs	2,796,703	3,010,755

Note A: Pension levy deductions of €160,526 (2012: €216,508) were made from staff salaries and €106,678 (2012: €216,508) was remitted to the Department of Health.

7. Average Headcount

The average headcount for the Nursing and Midwifery Board of Ireland in 2013 was 45 (2012 was 45).

	2013	2012
8. Administration		
Travel & Subsistence	169,023	217,000
Telephone	43,466	34,066
Postage	167,002	258,331
Print & Stationery	113,030	237,707
Staff Training & Recruitment	80,174	65,283
Audit Fees	20,680	20,680
Professional Fees	797,231	636,411
Bank Interest & charges	59,184	44,526
Computer/IT	281,322	377,112
Projects	-	9,221
Misc.	59,447	83,131
	1,790,559	1,983,468

Nursing and Midwifery Board of Ireland

Notes to the Financial Statements
For the Year Ended 31 December 2013

	2013	2012
9. Fitness to Practice		
FTP Administration	32,538	33,903
Legal Fees	1,183,482	1,388,607
Stenographer Fees	50,548	94,024
Total	1,266,568	1,516,534

10. Library

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

11. Nursing Careers Centre

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

	2013	2012
Recruitment Expenses	11,145	23,641
Public Appointments Service	49,018	49,794
Total	60,163	73,435

12. Fixed Assets

	Freehold Land €	Premises €	Equipment & Fittings €	Computer Software €	Computer Hardware €	Telephone Equipment €	Total €
Cost or Valuation	1,265,833	12,378,773	218,437	622,786	820,341	97,263	15,403,433
At 1 January 2013							
Additions	-	-	2,621	-	21,976	-	24,597
At 31 December 2013	1,265,833	12,378,773	221,058	622,786	842,317	97,263	15,428,030
Accumulated Depreciation							
At 1 January 2013	-	1,658,308	132,408	471,738	712,597	80,750	3,055,801
Charge for Year	-	247,575	20,695	29,400	25,636	4,104	327,410
At 31 December 2013	-	1,905,883	153,103	501,138	738,233	84,854	3,383,211
Net Book Value at 31 December 2013	1,265,833	10,472,890	67,955	121,648	104,084	12,409	12,044,819
Net Book Value at 31 December 2012	1,265,833	10,720,465	86,029	151,048	107,744	16,513	12,347,632

Nursing and Midwifery Board of Ireland

Notes to the Financial Statements
For the Year Ended 31 December 2013**13. Superannuation**

The Superannuation provision includes monies that NMBI had expected to recoup from previous employers of pensioners, relating to their periods of service with these employers. Due to the uncertainty of these monies being recouped the full superannuation provision is being charged to the current period. In 2011 this provision was recognised as a debtor on the Balance Sheet with a value of €162,770.

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

	1 January 2013	Cash Flow	31 December 2013
Cash at bank and in hand	2,481,806	(789,867)	1,691,939
Short Term Deposit	785,547	2,714,454	3,500,001
Debt Due Within One Year	(232,496)	0	(232,496)
Debt Due After One Year	(3,388,154)	232,949	(3,155,205)
Total	(353,297)	2,157,536	1,804,239

15. Debtors and Prepayments

	2013	2012
Debtors	13,757	197,122
Prepayments	20,671	19,639
	34,428	216,761

16. Creditors - Amounts falling due within one year

	2013	2012
Trade Creditors and Accruals	605,394	462,147
Deferred Income Annual Retention Fee (Note A)	2,984,863	2,597,195
Grant from Department of Health	1,179,579	-
Mortgage due in less than one year	232,496	232,496
	5,002,332	3,291,838

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

	2013	2012
Deferred Income at 1 January	2,597,195	3,159,816
Receipts in Year from Annual Retention Fee	5,773,682	5,273,194
Recognised as income in Year	(5,386,014)	(5,835,815)
Deferred Income at 31 December	2,984,863	2,597,195

17. Creditors - Amounts falling due after one year

	2013	2012
2 – 5 Years	929,984	929,984
Over 5 Years	2,225,221	2,458,170
	3,155,205	3,388,154

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

Nursing and Midwifery Board of Ireland

Notes to the Financial Statements For the Year Ended 31 December 2013

18. Gross Cash Flows

Return on Investment and Servicing of Finance	2013	2012
Deposit Interest	31,849	40,607
Bank Interest	(20,150)	(82,185)
	<u>11,699</u>	<u>(41,578)</u>
Capital Expenditure		
Payments to acquire Tangible Fixed Assets	(24,597)	(131,882)
	<u>(24,597)</u>	<u>(131,882)</u>
Management of Liquid Resources		
Transfer from Short Term Deposit to Cash	(2,714,454)	2,939,644
	<u>(2,714,454)</u>	<u>2,939,644</u>
Financing		
Capital Repayment of Mortgage	(232,949)	(204,450)
	<u>(232,949)</u>	<u>(204,450)</u>

19. Remuneration of Chief Executive Officer

The CEO received total emoluments of €123,484 (2012: €127,587) and €9,776 (2012: €10,027) in travel expenses and subsistence in 2013.

In line with Department of Public Expenditure and Reform Guidelines, the Chief Executive Officer did not receive a performance related award in 2013. The pension entitlements of the CEO do not extend beyond the standard entitlements of the Local Government Superannuation Scheme.

20. Board Members Fees

There were no fees paid to Board Members during 2013. Travel and Subsistence paid to Board members in 2013 was €45,310 (2012 was €81,419).

21. Board Members Interests

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

22. Capital Commitments

There were no capital commitments on the 31 December 2013.

23. Comparative Figures

Some changes have been made to the presentation of items in the comparative figures so that they agree with their treatment in the current year.

24. Approval of Financial Statements

These financial statements were approved by the board on 12th December 2014

Appendix One

An Bord Altranais

Board Members

Board Membership

The governing body of the former An Bord Altranais went out of office on 24th September 2012, with the signing into legislation by Commencement Order, S.I. 385 of 2012 by the Minister for Health Dr James Reilly TD. The new board of Bord Altranais agus Cnáimhseachais na hÉireann held its first meeting on 26th April 2013, following induction on 25th and 26th March 2013.



Mr. Paul Gallagher (President)

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

*Board Member, Director of
Nursing, HSE Nominee*



Mr. John Murray

Community Mental
Health Nurse
Brook House,
Cork Rd, Waterford

Vice President

*Clinical Practice –
Psychiatric Nursing*



Ms. Mary Barrett

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

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



Mr. Mark Blake-Knox

Chief Executive Officer,
The Cheshire Foundation
in Ireland

*Board Member from the
Voluntary Sector*



Dr. Eamon Breathnach

Consultant Radiologist,
Dublin

*Board Member, Medical
Council Nominee*



Ms. Margaret Carroll

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

Board Member, HEI Nominee



Ms. Essene Cassidy

Clinical Practice Public Health Nurse, Waterford

Board Member from the practice of Public Health Nursing



Ms. Mary Connor

Nurse Tutor, Centre of Nurse Education, Galway

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



Ms. Sinead Cleary

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

Board Member from the practice of Midwifery



Mr. John Cregan

Director, HSE Regional Health Office, Co. Offaly

Board Member, HSE Nominee



Ms. Colette Finn

Doctoral Student, Cork

Board Member, Public Representative



Mr. Noel Giblin

Staff Nurse Intellectual Disability Services, Co. Mayo

Board Member from the practice of Intellectual Disability



Prof. Michael Larvin

Head of Graduate Entry Medical School, University of Limerick

Board Member, Minister for Education and Skills Nominee



Ms. Rosarii Mannion

HSE, Assistant National Director HR, Co. Meath

Board Member, HSE Nominee



Ms. Michele Monahan

Radiographic Services Manager, Connolly Hospital, Dublin

Board Member, CORU Nominee



Ms. Linda Phelan

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

Board Member from the practice of Children's Nursing



Ms. Madeline Spiers

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

Board Member from the practice of General Nursing



Prof. John Wells

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

Board Member, HEI Nominee



Mr. Denis Murphy

Regulatory Compliance and Quality Manager, Dublin Dental University Hospital

Board Member, Public Representative



Dr. Pat Nash

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

Board Member, Public Representative



Dr. Kevin O'Carroll

Standards and Technology Officer, HIQA

Board Member, HIQA Nominee



Mr. Pat Dolan

Retired Area Manager, HSE

Board Member, Public Representative



Mr. Dermot Manning

Barrister, Dublin

Board Member, Public Representative

New Board membership

Nurse/Midwife Representatives	Category	Date of apt.	No. of meetings attended
Ms Madeline Spiers	General nursing	01/10/2012	18
Ms Linda Phelan	Children's nursing	01/10/2012	17
Mr John Murray	Psychiatric nursing	01/10/2012	17
Mr Noel Giblin	Intellectual disability nursing	01/10/2012	14
Ms Sinead Cleary	Midwifery	01/10/2012	14
Ms Essene Cassidy	Public health nursing	01/10/2012	18
Ms Mary Connor	Education of n/m	01/10/2012	16
Ms Mary Barrett	Care of older persons	01/10/2012	18
Ms Margaret Carroll	Education of n/m (university)	Dec 2012	14
Dr John Wells	Education of n/m (institute of technology)	Dec 2012	12
Mr Paul Gallagher	Directors of nursing/midwifery	Dec 2012	17
Lay Representative	Category		
Eamann Breatnach	Medical Council	Dec 2012	13
Michael Larvin	Education of n/m	Dec 2012	11
John Cregan	Health Service executive	Dec 2012	14
Rosarii Mannion	Health Service executive	Dec 2012	12
Michele Monahan	Health and Social Care Professionals Council (CORU)	Dec 2012	12
Kevin O Carroll	Health Information and Quality Authority	Dec 2012	11
Mark Blake-Knox	Voluntary sector	Dec 2012	13
Pat Dolan	Public representative	Dec 2012	15
Denis Murphy	Public representative	Dec 2012	8
Pat Nash	Public representative	Dec 2012	3
Colette Finn	Public representative	Dec 2012	11
Dermot Manning	Public representative	July 2013	9

Board Members Travel, Subsistence and Expenses 2013

Board Member	Expenses €
Paul Gallagher	2802.13
John Murray	9989.5
Mary Barret	492.93
Mark Blake-Knox	0
Eamann Breatnach	0
Margaret Carroll	207.94
Essene Cassidy	5511.56
Sinead Cleary	433.13
Mary Connor	5918.38
John Cregan	3096.61
Pat Dolan	2771.46
Colette Finn	2436.2
Noel Giblin	5756.79
Michael Larvin	1665.39
Rosarii Mannion	0
Michelle Monahan	338.64
Denis Murphy	67.9
Pat Nash	0
Kevin O'Carroll	0
Linda Phelan	887.07
Madeline Spiers	0
John Wells	2934.26
Dermot Manning	0
Total	45,310

Appendix Two

Board Committees

Midwives Committee

While a non-statutory Midwives Committee has operated in the Board for many years a new Midwives Committee, established on a statutory basis, commenced business in 2013.

The first meeting of the Midwifery Committee took place on 24th July, 2013. The Committee considerations in 2013 included:

- Induction of members;
- Review of committee terms of reference;
- Agreement of the governance and operational procedures;
- Specification of standard governance frameworks for midwives;
- Competence and registration;
- The Register;
- Matters of current public interest related to midwifery;
- Protection of Life during Pregnancy Bill 2013;
- Review of the Requirement and Standards for Midwife Education
- Review of the Practice Standards for Midwives.
- Communication Strategy for Midwifery
- Code of Professional Conduct and Ethics Consultation Document – Response from the Midwives Committee to Ethics Committee.
- Career Paths for Midwifery
- Indemnity as per section 6 of the Nurses and Midwives Act 2011.

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

Chairperson: Ms Margaret Carroll

Vice Chair: Ms Sinead Cleary

Three meetings of the Midwives Committee were held in 2013.

Board Members	Nurse/Midwife/Lay	No. of meetings attended
Ms Mary Barrett	Nurse	1
Ms Sinead Cleary	Midwife	3
Ms Margaret Carroll	Midwife	3
Dr Michael Larvin	Lay representative	3
Ms Rosarii Mannion	Lay representative	2
Non-Board Appointments	Nurse/Midwife/Lay	No. of meetings attended
Ms Geraldine Keohane	1 midwife representing midwifery management (HSE)	3
Ms Mary Brosnan	1 nurse representing nursing management (IADNAM)	3
Ms Mary Godfrey	1 representative from the Clinical Indemnity Scheme	2
Dr Declan Keane	1 registered medical practitioner registered in the specialist	0
Ms Sally Millar	Midwife	3
Ms Siobhan Canny	Midwife	2
Mr John Lamont	Lay representative	1
Dr Fidelma Flynn	Lay representative	2

Preliminary Proceedings Committee

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

There was no Preliminary Proceedings Committee established under the Nurses Act, 1985. The equivalent role of this committee was undertaken by the Fitness to Practise Committee as established under the Nurses Act, 1985. The role of this committee was to investigate complaints, to decide whether there was a prima facie case for the holding of an Inquiry in relation to a complaint and to hold Inquiries into complaints. The role of this former committee has effectively been split under the new legislation with pre-Inquiry consideration of complaints by the Preliminary Proceedings Committee and, where Inquiries are to be held, they are heard by the newly constituted Fitness to Practise Committee.

The Preliminary Proceedings Committee was established and training days held on 25th and 26th July 2013.

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

Chairperson: Ms Linda Phelan

Vice-Chair: Mr Denis Murphy

Two meetings of the Preliminary Proceedings Committee were held in 2013 and a total of 13 decisions were made – 5 prima facie and 8 no prima facie.

Board Members	Nurse/Midwife/Lay	No. of meetings attended
Ms Linda Phelan	Nurse	2
Ms Sinead Cleary	Midwife	2
Dr Eamann Breatnach	Lay representative	2
Mr Denis Murphy	Lay representative	1
Non-Board Appointments	Nurse/Midwife/Lay	No. of meetings attended
Mr Timothy Frawley	Nurse	2
Ms Jane Mary Kelly	Midwife	2
Ms Ann Sheehan	Lay representative	2
Ms Clodagh Geraghty	Lay representative	2
Ms Geraldine Feeney	Lay representative	1
Dr Fidelma Flynn	Lay representative	0

Fitness To Practise Committee (Nurses and Midwives Act 2011)

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

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

Chairperson: Ms Essene Cassidy

Vice-Chair: Mr Noel Giblin

No meetings of the Fitness to Practise Committee were held in 2013. Inaugural days were scheduled to be held in April 2014.

Board Members	Nurse/Midwife/Lay
Ms Madeline Spiers	Nurse
Mr John Murray	Nurse
Ms Essene Cassidy	Nurse
Mr Noel Giblin	Nurse
Ms Margaret Carroll	Midwife
Ms Colette Finn	Lay representative
Mr Mark Blake-Knox	Lay representative
Ms Michele Monahan	Lay representative
Non-Board Appointments	Nurse/Midwife/Lay
Mr James Carroll	Nurse
Ms Una Marren	Nurse
Ms Valerie Joy	Nurse
Ms Amanda Phelan	Nurse
Ms Mary Higgins	Midwife
Ms Margaret Crowley Murphy	Midwife
Mr James Doran	Lay representative
Mr Mark Kane	Lay representative
Ms Tara Cusack	Lay representative
Ms Cathriona Molloy	Lay representative
Mr Shane McCarthy	Lay representative
Ms Melanie Pine	Lay representative
Mr Michael McGrail	Lay representative
Mr Michael Brophy	Lay representative
Ms Catherine Boyhan	Lay representative
Mr Stephen Kealy	Lay representative

Fitness to Practise Committee (Nurses Act 1985)

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

Committee Structure: Twenty members

Chairperson: Ms Pauline Treanor

Vice Chair: Ms Maureen Kington

Thirty four inquiries and five committee meetings were held in 2013. The Committee will continue to meet regarding the management of extant cases; 38 inquiries are scheduled to take place in 2014 and 2015.

Board Members (old Board)	Nurse/Midwife/Lay	No. of committee meetings attended	No. of inquiries attended
Ms Pauline Treanor	Midwife	5	4
Ms Maureen Kington	Midwife	4	4
Ms Cathriona Molloy	Lay representative	8	4
Ms Jacinta Mulhere	Nurse	2	3
Dr Bobby Burns	Lay representative	0	0
Ms Mary Godfrey	Nurse	6	3
Ms Deirdre Duffy	Midwife	1	2
Ms Cathryn Lee	Midwife	7	3
Ms Orla O Reilly	Nurse	1	2
Mr John McCardle	Nurse	6	2
Ms Mary Kenneally	Nurse	0	2
Ms Siobhan Quirke	Nurse	12	2
Mr John Murray	Nurse	5	1
Ms Eimear McAuliffe	Midwife	6	1
Ms Aine McHugh	Nurse	1	0
Ms Jacqueline Burke	Nurse	1	3
Ms Ann Sheehan	Lay representative	23	4
Ms Marie Gilligan	Nurse	12	5
Ms Virginia Pye	Nurse	7	4
Mr Gerry Maguire	Nurse	0	4
Dr Eamann Breatnach	Lay representative	4	3

Education & Training Committee

The Education and Training Committee ensures through education and training that protection of the public is set in standards which ensure public confidence in nurses and midwives.

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

The first meeting of the Education and Training Committee took place on 31st July, 2013. Committee activity in 2013 included:

- Induction of members;
- Review of committee terms of reference;
- Agreement of the governance and operational procedures;
- Agreement of the terms of reference for the Validation and Standards Committees.

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

Chairperson: Prof John Wells

Vice-Chair: Ms Mary Connor

Two meetings of the Education and Training Committee were held in 2013.

Board Members	Nurse/Midwife/Lay	No. of meetings attended
Ms Mary Connor	Nurse	0
Ms Margaret Carroll	Midwife	2
Mr Paul Gallagher	Nurse	1
Prof John Wells	Nurse	1
Dr Michael Lavin	Lay representative	1
Ms Rosarii Mannion	Lay representative	2
Dr Kevin O Carroll	Lay representative	1
Non-Board Appointments	Nurse/Midwife/Lay	No. of meetings attended
Ms Mairead Lyons	1 nurse representative from clinical management (IADNAM)	2
TBA	1 representative from a national patient association not represented on the Board	
Dr Bryan Maguire	1 representative from Quality and Qualification Ireland	1
Mr Michael Kavanagh	1 representative from the Registrars of the HEIs	2

Ethics Committee

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

The first meeting of the Ethics Committee took place on 24th July, 2013. Committee activity in 2013 focused on:

- Induction of members;
- Review of committee terms of reference
- Agreement of the governance and operational procedures.
- Review of the Code of Professional Conduct;
- Review of the Scope of Nursing and Midwifery Practice;
- Legislative developments regarding the Protection of Life During Pregnancy Act and the Assisted Decision-Making Bill.

Committee Structure: 12 Members (6 Board Members and 6 non-Board Members)

Chairperson: Ms Essene Cassidy

Vice-Chair: Dr Eamann Breatnach

Three meetings of the Ethics Committee were held in 2013.

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

Validation Committee

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

The first meeting of the Validation Committee took place on 31st July, 2013. Committee activity in 2013 included:

- Induction of members;
- Review of committee terms of reference;
- Agreement of the governance and operational procedures;
- Pre-registration and post-registration education approval;

Committee Structure: 7 members (minimum)

Chairperson: Prof John Wells

Vice-Chair: Ms Mary Connor

Four meetings of the Validation Committee were held in 2013.

Board Members	Nurse/Midwife/Lay	No. of meetings attended
Prof John Wells	Nurse	3
Ms Mary Connor	Nurse	0
Ms Margaret Carroll	Midwife	2
Dr Kevin O Carroll	Lay representative	4
Non-Board Appointments	Nurse/Midwife/Lay	No. of meetings attended
Dr Mary Gobbi	External expert with expertise in nurse/midwifery Education (UK) specifically in relation to the Tuning Process (Nurse)	1
Ms Bernie Kerry	A nurse with expertise in the support of students/staff nurses regarding the programmes being considered from NMPDU (Nurse)	3
Ms Liz Adams	Representative from a nursing and midwifery association (Nurse)	2
Ms Mairead Lyons		3

Standards Committee

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

The Standards Committee has a major year ahead as the first task of the Committee is the revision of the current (2005) requirements and standards incorporating the recommendations of the National Review of Undergraduate Education. This committee and work is being chaired and led by Ms Judith Foley, lead professional officer for undergraduate nursing and midwifery education. In September 2013, Dr John Sweeney was appointed to work with NMBI executive to implement the relevant recommendations of the review.

Committee Structure: 6 members (minimum)

Chairperson: Ms Margaret Carroll

Vice-Chair: Prof John Wells

No meetings of the Standards Committee were held in 2013.

Board Members	Nurse/Midwife/Lay
Prof John Wells	Nurse
Ms Margaret Carroll	Midwife
Non-Board Appointments	Nurse/Midwife/Lay
Dr Bryan Maguire	Expertise in standards of education (Lay representative) (Head of Qualifications Services, QQI)
Ms Aisling Culhane	Representative from a nursing and midwifery association (Nurse)(Research and Development Advisor, PNA)
Prof Kathy Murphy	1 representative from the HEI (Universities), Education
TBA	1 representative from the HEI (IOTs), Education

Audit and Finance Committee

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

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

Chairperson: Ms Colette Finn

Vice-Chair: Mr Dermot Manning

Five meetings of the Audit and Finance Committee were held in 2013. The Board of NMBI agreed an increase in the annual retention fee for 2014 to €100.

The budget and business planning development process for 2014 commenced in the last quarter of 2013. Expenditure estimates for existing level of services and the critical path Programme of projects implementing the Nurses and Midwives Act, 2011 is the main focus in this process. A detailed and final budget including the projected spend on the critical path will be presented to the Audit and Finance Committee in January 2014. The Department of Health transferred €1,789,678.02 to the NMBI main account as a one off contribution towards the costs associated with the introduction of the Nurses and Midwives Act 2011.

Board Members	Nurse/Midwife/Lay	No. of meetings attended
Mr Paul Gallagher	Nurse	5
Mr Mark Blake-Knox	Lay representative	3
Mr John Cregan	Lay representative	4
Ms Colette Finn	Lay representative	5
Mr Pat Dolan	Lay representative	3
Mr Dermot Manning	Lay representative	5
Non-Board Appointments	Nurse/Midwife/Lay	No. of meetings attended
Mr John Lamont	Lay representative	3
Ms Aveline Casey	Nurse	2
Ms Mary McCarthy	Nurse	4

Registration Committee

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

The Registration Committee is established pursuant to section 24 (1) of the NMA 2011. The committee will develop expertise in all areas of the registration functions of NMBI and related activities.

Registration Committee training was held on 17th July, 2013, and the first meeting of the committee was held on 23rd July, 2013. Committee activity in 2013 included:

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

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

Chairperson: Ms Sandra McCarthy

Vice-Chair: Ms Cathriona Molloy

Two meetings of the Registration Committee were held in 2013.

Board Members	Nurse/Midwife/Lay	No. of meetings attended
Ms Linda Phelan	Nurse	2
Dr Pat Nash	Lay representative	0
Ms Mary Connor	Nurse	0
Dr Kevin O Carroll	Lay representative	1
Non-Board Appointments	Nurse/Midwife/Lay	No. of meetings attended
Ms Sandra McCarthy	Nurse or midwife representative of the Centres of Nursing and Midwifery Education (CNME)	2
Ms Margaret Feeney	Patient Representative (Alzheimer Society)	2
Ms Cathriona Molloy	Patient representative (Patient Focus)	2

Committee for non-Board Member Appointments

The focus of the work of the committee for non-Board member appointments, a non-statutory committee, is to consider and approve all non-Board member appointments to the committees of the Board. Expressions of interest for such appointments were sought through the Public Appointments Service and through direct requests for nominations from both patient and professional representative organisations.

Committee Structure: Four Board members and the CEO of NMBI.

Chairperson: Ms Essene Cassidy

Vice Chair: Mr Noel Giblin

Two meetings of the committee for Non-Board member Appointments were held in 2013. Most committee business was conducted by email.

Board Members	Nurse/Midwife/Lay	No. of meetings attended
Ms Essene Cassidy	Nurse	2
Mr Noel Giblin	Nurse	2
Mr Paul Gallagher	Nurse	1
Prof Michael Larvin	Lay representative	0
Dr Maura Pidgeon	CEO	1

Appendix Three

Board Representation on External Committees

Board representation on external committees:

Board of Faculty of Nursing and Midwifery, RCSI

Representative: Anne-Marie Ryan

Health Service Executive, National Steering Committee on Home Births

Representative: Anne-Marie Ryan

Department of Health- National Clinical Effectiveness Committee

Representative: Anne-Marie Ryan

Health and Social Care Regulatory Forum

Representative: Maura Pidgeon

National validation for ENSH Gold Forum

Representative: Maura Pidgeon

ACESA Board

Representative: Maura Pidgeon

Network of European Midwifery Regulators (NEMIR)

Representative: Ursula Byrne

FEPI Working Group of Nursing Education Training and Competencies

Representative and Chair: Anne-Marie Ryan

Department of Health Steering Group – Key Performance Indicators

Representative: Kathleen Walsh

All-Ireland Institute of Hospice and Palliative Care (AIHPC)

Representative: Kathleen Walsh

HSE, Working Group Palliative Care Competency Framework

Representative: Judith Foley

Medication Safety Forum

Representative: Kathleen Walsh

Irish Medicines Board Consultative group on reclassification of Medicines

Representative: Kathleen Walsh

HIQA, EU patient Safety research Programme

Representative: Thomas Kearns

HIQA, European Patient Safety and Quality of Care Sub-group

Representative: Thomas Kearns

Governance Forum for Health Bodies

Representative: Maura Pidgeon

National Standards for Residential care settings for Older People in Ireland, Standards Revision Advisory Group

Representative: Mary Barrett

HSA, Joint Action (Mental Health and Well-Being/ WP6 Promotion of Mental Health at Workplaces) Committee

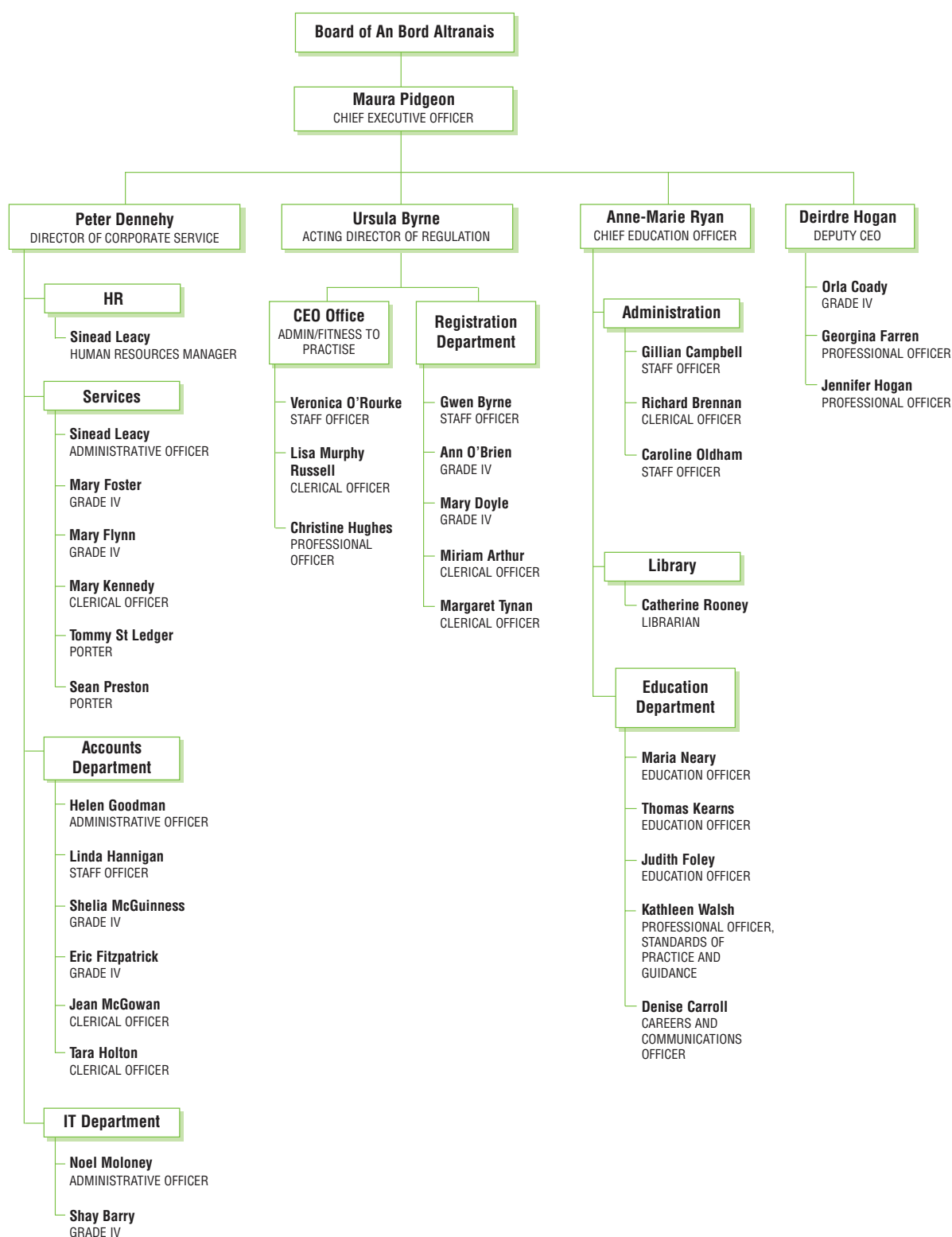
Representative: John Murray

Appendix Four

An Bord Altranais

Organisation Chart

Chart As at 31st December, 2013



Appendices Five

Higher Education Institutions and Associated Healthcare Institutions

Higher Education Institutions Approved for Pre-Registration Honours Degree Programmes at 31st December 2012

Athlone Institute of Technology

Dublin City University

Dundalk Institute of Technology

Galway-Mayo Institute of Technology

Institute of Technology, Tralee

Letterkenny Institute of Technology

National University of Ireland Galway

St. Angela's College, Sligo

Trinity College Dublin

University College Cork (NUI)

University College Dublin (NUI)

University of Limerick

Waterford Institute of Technology

Associated Healthcare Institutions for Schools of Nursing/Midwifery Approved at 31st December 2012

General Nursing

Adelaide Hospital, Dublin

Meath Hospital, Dublin

Beaumont Hospital, Dublin

Bon Secours Hospital, Cork

Cork University Hospital

Mercy University Hospital

South Infirmary – Victoria University Hospital

Connolly Hospital, Dublin

Letterkenny General Hospital

HSE Mid Western Regional General Nursing Services - Regional Hospital Limerick

Mater Misericordiae University Hospital, Dublin

HSE Dublin North East General Nursing Services - Our Lady of Lourdes Hospital, Drogheda

Portiuncula Hospital, Galway

St James's Hospital, Dublin

St Michael's Hospital, Co. Dublin

St Vincent's University Hospital, Dublin

Sligo General Hospital

Kerry General Hospital, Tralee

HSE Midland Area General Nursing Services

Galway University Hospitals

HSE South Eastern Regional General Nursing Services - Waterford Regional Hospital

Mayo General Hospital

Intellectual Disability Nursing

St Joseph's Intellectual Disability Services, Dublin

Daughters of Charity Intellectual Disability Services, Dublin

St John of God, North East Services & HSE Dublin North East Intellectual Disability Nursing Services

Intellectual Disability Services, Donegal

Cregg House, Sligo

St Anne's, Moore Abbey, Co. Kildare

Stewart's Hospital Services Limited, Dublin

COPE Foundation, Cork

Daughters of Charity, St Vincent's Centre, Co. Limerick

HSE South Eastern Region & Voluntary Intellectual Disability Nursing Services

Psychiatric Nursing

HSE Midland Area Psychiatric Nursing Services

St Ita's Psychiatric Nursing Services, Co. Dublin

St Vincent's, Fairview, Dublin

HSE Dublin North East Psychiatric Nursing Services

HSE Western Area Psychiatric Nursing Services, Mayo

HSE Southern Psychiatric Nursing Services, Kerry

Donegal & Sligo/Leitrim Mental Health Services

HSE West Psychiatric Nursing Services, Galway

HSE South & West Dublin, Kildare, Wicklow Mental Health Services

St Patrick's Hospital, James's Street, Dublin

HSE South Psychiatric Nursing Services, Cork

St John of God Hospital, Stillorgan, Co. Dublin

HSE Mid Western Region Psychiatric Nursing Services

HSE South Eastern Region Psychiatric Nursing Services

Children's & General Nursing (Integrated)

The National Children's Hospital, Dublin

Our Lady's Children's Hospital, Dublin

Children's University Hospital, Dublin

Cork University Hospital

Midwifery

Coombe Women's and Infants University Hospital, Dublin

National Maternity Hospital, Dublin

HSE Dublin North East Maternity Services - Our Lady of Lourdes Hospital, Co. Louth

Rotunda Hospital, Dublin

St Munchin's Regional Maternity Hospital, Limerick

HSE South - Cork University Maternity Hospital

University College Hospital, Galway



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