



Redacted minutes of the hybrid meeting of the Board of the Nursing and Midwifery Board of Ireland (NMBI) held on Tuesday, 27 January 2026 starting at 11.00hrs.

Members present in person

Ms Áine Lynch, President of NMBI
Ms Mary Leahy
Ms Muireann Ní Shúilleabháin
Ms Somy Thomas
Dr Conan McKenna

Members attending online

Ms Louise Collins
Mr Ray Dolan
Mr Terry McGonigal
Dr Gráinne Gaffney
Ms Niamh Murphy
Dr Lydia Buckley
Dr Des Cawley
Ms Anne Marie Duffy
Dr Aileen Lynch
Mr John Horan
Ms Marie Lavelle
Ms Mittu Alungal
Ms Sonia Shortt

In attendance

Ms Carolyn Donohoe, CEO
Ms Kathyann Barrett, Head of Operations
Dr Ray Healy, Director of Registration
Dr Karn Cliffe, Director of Midwifery
Ms Lorraine Clarke-Bishop, Director of Education, Policy and Standards
Ms Yvonne Kennedy, Interim Director of Fitness to Practise
Ms Terri Raftery, Head of Digitisation
Mr David Cassidy, Finance Manager
Ms Orla Coady, Governance and Secretariat Manager

Item 1 – Apologies and conflicts of interest

- 1.1 Apologies were received from Mr Mark Johnston, Prof Nadine Farah, Dr Margaret Murphy and Ms Kate O’Halloran.



The President welcomed new Board member, Dr Des Cawley, to the meeting. Dr Cawley had been appointed under section 22(1)(a) of the Nurses and Midwives Act 2011 (as amended).

- 1.2 The President reminded Board members of the provisions of the conflict-of-interest policy. The President then asked Board members to review the agenda to identify any conflicts of interest.

The President reminded members that matters discussed during this meeting were to remain confidential to Board members and attendees.

Item 2 – President’s update

2.1 President’s update

The President drew the Board’s attention to the report, which had been circulated to members in advance of the meeting. The report listed the activities and events the President had been involved in since her appointment, and correspondence received and sent. The President also drew the Board’s attention to a final update report from former President Dr Louise Kavanagh McBride which had been included in the Board’s papers.

The President had met members of the Education Team and the Corporate Services Team in advance of today’s meeting. The President would meet the Registration Team and Fitness to Practise Team before the March Board meeting.

Item 3 – CEO’s update

3.1 CEO report

Ms Thomas joined the meeting during this item.

The Board noted the CEO report, incorporating the directorate reports, which had been circulated to members in advance of the meeting.

The Board noted the Inter Regulatory Symposium report which been attached as an appendix to the CEO report.

Dr Healy updated the Board on his attendance at the winter symposium of the Council on Licensure, Enforcement and Regulation (CLEAR). The theme of the symposium was ‘Difficult Conversations in Regulation’ which Dr Healy said was very informative and of value to regulators. The symposium closed with a presentation titled *The Licensing Racket: How We Decide Who is Allowed to Work*



and Why It Goes Wrong which considered arbitrary barriers to working set by professional licencing organisations.

Items 4-6 were considered after item 7.

Item 7 – Audit and Risk

7.1 Corporate Risk Register

As the Audit and Risk Committee (ARC) had not met since the Board approved the most recent Corporate Risk Register, a Corporate Risk Register had not been uploaded. The Head of Operations gave a verbal update to the Board on the key risk areas for NMBI.

A full review of the Corporate Risk Register would be undertaken before the March Board meeting. An updated version of the Corporate Risk Register, recommended by the ARC following its meeting on 18 March 2026, would then be brought to the Board for approval at its March meeting.

The Chair of the ARC, Mr Horan, advised the Board that there was a vacancy for a Board member on the ARC following Ms Lynch's election as President of the Board as this resulted in her stepping down from the ARC. The President would continue to attend ARC meetings in a non-voting capacity.

Mr Horan noted that following the external review of committees, which was scheduled under item 6.4.1, it was recommended that the ARC should have a fixed quorum of three members rather than a percentage of the membership. Mr Horan advised that this would be considered by the ARC at its meeting in March and a recommendation would then be brought back to the Board for approval.

Item 4 was considered after item 5.

Item 5 – Registration

5.1 Annual retention fee (ARF) update

The Director of Registration provided a brief verbal update on the annual renewal process so far.

Item 4 – MyNMBI Project

The Head of Digitisation, Ms Terry Raftery, joined the meeting.

4.1 MyNMBI NextGen



The Board considered the briefing document which had been circulated to members in advance of the meeting and which set out details of a proposal to redraft the funding plan for the MyNMBI NextGen project.

The Board noted that the proposal had been considered by the Business, Strategy and Finance (BSF) Committee at its meeting on 19 January 2026.

Decision The Board accepted the recommendation of the BSF Committee and agreed that the funding plan be redrafted as set out in the briefing paper.

The Head of Digitisation left the meeting.

Item 6 – Business, Strategy and Finance

The Finance Manager, Mr David Cassidy, joined the meeting.

Ms Duffy joined the meeting during this item. Dr Lynch and Dr Cawley left the meeting during this item.

6.1 Finance, Business Plan 2026 and SOS 2026-2029

6.1.1 *Management accounts October and November 2025*

The Board considered the management accounts for October and November 2025 which had been circulated to members in advance of the meeting.

Decision The Board accepted the recommendation of the BSF Committee and approved the management accounts for October and November 2025.

The Finance Manager left the meeting.

6.1.2 *Statement of Strategy (SOS) 2026-2029*

The Board noted the final designed version of the SOS 2026-2029 which had been submitted to the Minister for Health. The SOS 2026-2029 would be laid before each House of the Oireachtas within 21 days of receipt by the Minister pursuant to section 19 of the Nurses and Midwives Act 2011 (as amended).

The SOS 2026-2029 was being presented to the Board for information ahead of its public launch. The Board was requested to provide feedback directly to the Head of Operations following the meeting in relation to suitable taglines.

6.1.3 *Business Plan 2026*



The Board considered the Business Plan 2026 which had been circulated to members in advance of the meeting. The Business Plan 2026 included a budget for 2026 and forecast for 2025 which had previously been approved by the Board.

Decision The Board accepted the recommendation of the BSF Committee and approved the Business Plan 2026. The Business Plan 2026 would now be designed and submitted to the Minister for Health pursuant to section 20 of the Nurses and Midwives Act 2011 (as amended).

6.1.4 *Payment to Chairs of the Preliminary Proceedings Committee (PPC) and Fitness to Practise Committee (FTPC)*

The Head of Operations advised the Board that a business case had been submitted to the Department of Health. The Department of Health had confirmed receipt and had noted that the matter would be progressed.

6.2 Procurement

6.2.1 *Procurement plan 2026*

The Board considered draft procurement plan for 2026 which had been circulated to members in advance of the meeting. The plan reflected the updated spend approval matrix which had been approved by the Board at its meeting on 25 November 2025.

Decision The Board accepted the recommendation of the BSF Committee and approved the procurement plan for 2026.

Mr Horan left the meeting.

6.2.2 *Procurement report: Use of multi-year suppliers*

The Board noted the report which had been circulated to members in advance of the meeting.

6.3 Objectives and key indicators

The Board noted the briefing paper and the report on key indicators which had been circulated to members in advance of the meeting.

6.4 Board and Committees

6.4.1 *External review of committees*



The Board noted the report on the review of NMBI's committees which had been undertaken by the Institute of Public Administration (IPA).

The reviewers had identified six recommended actions which were presented to the Board for consideration. The Board noted that one of the recommended actions – a revised procedure for appointing Committee Chairs – would be considered separately under item 6.4.2.

Decision Following consideration, the Board accepted approved the actions as recommended by the BSF Committee.

The Board noted that the reviewers had also recommended that the ARC should have a fixed quorum of three members. The Board agreed that this should first be considered by the ARC before being brought to the Board for final decision.

6.4.2 *Procedure for appointing Committee Chairs*

The Board considered the briefing document and the three proposed options which had been circulated to members in advance of the meeting.

The Board noted that the BSF Committee had considered Options A and B at its meeting on 19 January 2026. The BSF Committee had not reached a decision and had suggested that a third option (Option C) should be presented to the Board for consideration to reflect the Committee's discussion.

Decision The Board agreed to approve Option C as the procedure for appointing Committee Chairs.

6.4.3 *Health Committee advisory group*

The Interim Director of Fitness to Practise, Ms Kennedy, joined the meeting.

At its meeting on 25 November 2025, the Board had given approval for the establishment of an advisory group to consider the setting up of a Health Committee. The Board considered the briefing document and draft terms of reference for the advisory group which had been circulated to members in advance of the meeting. The Board also noted the edits proposed by the BSF Committee which had been highlighted in a separate document.

Decision The Board accepted the recommendation of the BSF Committee and approved the terms of reference for the advisory group.

The Interim Director of Fitness to Practise left the meeting.

6.4.4 *Governance Group terms of reference*



The Board considered the briefing documents and draft terms of reference which had been circulated to members in advance of the meeting. The draft terms of reference incorporated the feedback which had been received from members of the BSF Committee and the Governance Group.

Decision The Board accepted the recommendation of the BSF Committee the draft terms of reference.

Dr Cawley and Dr Lynch returned to the meeting.

6.4.5 *Board action plan 2026*

The Board considered the action plan for 2026 which had been developed based on the outputs from Board's 2025 self-evaluation survey, interviews with the Programme and Strategy Manager, and the Board's discussion at its end-of-year meeting. Seven actions had been identified and were set out in plan.

Decision The Board accepted the recommendation of the BSF Committee and approved the action plan for 2026.

6.4.6 *BSF Committee Chair's annual report 2025*

The Code of Practice for the Governance of State Bodies 2016 requires that the ARC should submit an annual report to the Board to include:

- Governance issues.
- Financial reporting.
- Quality of internal and external audit.

As governance issues and financial reporting were within the remit of the BSF Committee, an annual report is prepared by the BSF Committee Chair in relation to these matters. The Chair of the ARC would submit a report on the quality of internal and external audit separately to the Board.

Decision The Board accepted the recommendation of the BSF Committee and approved the BSF Committee Chair's report.

6.4.7 *Board and committee membership*

The Board noted the document which had been circulated to members in advance of the meeting and which set out the terms of office of Board members and their membership of committees.

6.5 Human resources (HR) policies



The Board considered the briefing document which had been circulated to members in advance of the meeting.

Decision The Board agreed to delegate authority to the BSF Committee to approve HR policies. The policies would be uploaded to Admincontrol so that all Board members would have sight of them.

The Board noted that the Staff Handbook as a whole would be brought to the Board for approval.

Item 8 – Fitness to Practice

Ms Yvonne Kennedy, Interim Director of Fitness to Practise joined the meeting.

8.1 Appointment of non-Board (registrant) member to the Fitness to Practise Committee (FTPC)

The Board considered the briefing document which had been circulated to members in advance of the meeting.

Decision The Board agreed to appoint Ms Margaret Marshall (registrant) to the FTPC for a period of three years.

8.2 Key insights from the FTP conference

The Board noted the report which had been circulated to members in advance of the meeting and which presented the key insights from the third annual FTP conference which took place on 1 October 2025 in the RDS.

The Interim Director of Fitness to Practise advised the Board that this year's conference would take place on 10 September 2026 and would be led by the Pharmaceutical Society of Ireland (PSI) and CORU.

8.3 Reports

8.3.1 *Section 58 orders/undertakings*

The Board noted the report which had been circulated to members in advance of the meeting and which set out details of registrants who were subject to section 58 orders/undertakings to the High Court and undertakings to the Board.

8.3.2 *Conditions report*



The Board noted the update report which had been circulated to members in advance of the meeting. The report gave details of registrants who were subject to conditions which were imposed following fitness to practise proceedings and which were confirmed by the High Court.

8.3.3 *Undertakings report*

The Board noted the update report which had been circulated to members in advance of the meeting. The report gave details of undertakings given under section 65 and section 57A of the Nurses and Midwives Act 2011 (as amended).

The Interim Director of Fitness to Practise left the meeting.

Item 9 – Education, Policy and Standards

Ms Lorraine Clarke-Bishop, Director of Education, Policy and Standards and Dr Karn Cliffe, Director of Midwifery joined the meeting.

9.1 Site inspection report: Hibernia College

The Board noted the briefing paper and site inspection report which had been circulated to members in advance of the meeting.

Decision The Board accepted the recommendation of the Education, Training and Standards Committee and agree that, in accordance with section 85(2) of the Nurses and Midwives Act 2011 (as amended) Hibernia be approved as an education body to provide the undergraduate Bachelor of Science (Honours) in General Nursing.

9.2 Programmes for approval

9.2.1 *Maynooth University*

The Board noted that the following programme had been considered by the Education, Training and Standards Committee at its meeting on 22 January 2026 and was recommended for approval by the Committee:

- Certificate in Advanced Health Assessment and Physical Examination

Decision In accordance with section 85(2) of the Nurses and Midwives Act 2011, as amended, the Board accepted the recommendation of the Education, Training and Standards Committee and agreed that Maynooth University be approved to provide the above programme for a period of five years or until the next site visit as an allied healthcare provider site of Maynooth University, whichever was soonest.



9.2.2 *University College Cork*

The Board noted that the following programme had been considered by the Education, Training and Standards Committee at its meeting on 22 January 2026 and was recommended for approval by the Committee:

- Postgraduate Certificate in Health Protection

Decision In accordance with section 85(2) of the Nurses and Midwives Act 2011, as amended, the Board accepted the recommendation of the Education, Training and Standards Committee and agreed that University College Cork be approved to provide the above programme for a period of five years or until the next site visit as an allied healthcare provider site of University College Cork, whichever was soonest.

9.3 Education body annual reports review 2025

Education bodies are each required to submit an annual report to NMBI.

The Board noted the briefing document and review document which had been circulated to members in advance of the meeting. The document was informed by the individual annual reports submitted by the education bodies and their practice partners in relation to ongoing compliance of their programmes with the relevant standards and requirements.

Item 10 – Minutes and actions of previous meetings

10.1 Minutes of previous meetings

10.1.1 *Minutes of the meeting of 25 November 2025*

The Board considered the minutes of the meeting of 25 November 2025 which had previously been circulated to members.

Decision The Board approved the minutes of the meeting of the 25 November 2025.

10.1.2 *Minutes of the meeting of 26 November 2025*

The Board considered the minutes of the meeting of 26 November 2025 which had previously been circulated to members.

Decision The Board approved the minutes of the meeting of the 26 November 2025.

10.1.3 *Minutes of the meeting of 2 December 2025 - 1*



The Board considered the minutes of the meeting of 2 December 2025 – 1 which had previously been circulated to members.

Decision The Board approved the minutes of the meeting of the 2 December 2025 – 1.

10.1.4 *Minutes of the meeting of 2 December 2025 - 2*

The Board considered the minutes of the meeting of 2 December 2025 – 2 which had previously been circulated to members.

Decision The Board approved the minutes of the meeting of the 2 December 2025 – 2.

10.1.5 *Minutes of the meeting of 4 December 2025*

The Board considered the minutes of the meeting of 4 December 2025 which had previously been circulated to members.

Decision The Board approved the minutes of the meeting of the 4 December 2025.

10.1.6 *Minutes of the meeting of 11 December 2025*

The Board considered the minutes of the meeting of 11 December 2025 which had previously been circulated to members.

Decision The Board approved the minutes of the meeting of the 11 December 2025.

10.1.7 *Minutes of the meeting of 12 December 2025*

The Board considered the minutes of the meeting of 12 December 2025 which had previously been circulated to members.

Decision The Board approved the minutes of the meeting of the 12 December 2025.

10.2 Actions and matters arising from previous meetings

The Board approved the action list which had been updated following the November Board meeting.

There were no matters arising which were not dealt with elsewhere on the agenda or in the minutes or action list.

10.3 Written decision



The Board noted the report on the decision of the Board taken using its Written Decision Procedure on 12 January 2026.

Item 11 – Any other business

11.1 Registration of overseas trained applicants

Following a question from the Board, the CEO advised that all countries in the UK, apart from Northern Ireland, had diverged from EU nurse training requirements following Brexit. As a result, students who trained in Scotland were required to undertake compensation measures in order to register with NMBI.

Following a further question in relation to post-graduate bridging programmes in the Philippines for applicants for Irish registration, the CEO advised that this was a matter for the universities in question.

There being no further matters for consideration the meeting ended at 14.35hrs.