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Report for the Year 2002

Published in Accordance with Section 50 of the Nurses Act, 1985
It is my great pleasure to present the 2002 Annual Report of the activities of An Bord Altranais, including a Financial Report, to both Houses of the Oireachtas, to the Professions of Nursing and Midwifery and to the Public.

Following elections in June 2002 the current Board of An Bord Altranais took office in December 2002. I would like to thank Sheila O’Malley, President, and all the members of the previous Board for their major contribution to our profession over the last five years and I am delighted to sign off this report which details the activities of their final year in office. The profession has undergone significant change during the office of the previous Board and much was done to enhance the standing of the profession within the Health Sector and with the public at large. It is my wish that the new Board will continue building on the achievements of the last five years.

The new Board embraces and welcomes the concept of third-level education for pre-registration nursing students, which commenced as a Registration/Degree programme in October 2002. The Board is vital to the success of this new development in ensuring that requirements and standards are met and thereby providing a quality framework for nursing and midwifery education. To support this initiative the Board revised the membership of the Education and Training Committee and invited representatives of the Higher Education Institutes to participate.

It is important that the Board continues its work in this and other areas to ensure the profession continues to develop and maintain its relevance into the twenty first century. Guidance given by the Board to the profession is particularly important in this context. During 2002 the Board set up an Ethics Committee which is charged with identifying professional needs, and with developing evidence-based guidelines for ethical conduct and behaviour for professional standards.

I wish to thank all of my fellow Board members, and members of the previous Board for their commitment during the past year and in particular for their involvement in Board Committees and in the conduct of visits to approved institutions around the country. I acknowledge in particular the work of the members of the statutory Fitness to Practise Committee and thank them for their commitment during the year.

I acknowledge our close working relationship with the Department of Health and Children and in particular the Nursing Policy Division. I appreciate the co-operation and assistance we received from Health Boards, Voluntary Hospitals, Nurse Planning and Midwifery Development Units, Nursing Homes and the Higher Education Institutions.

Lastly I wish to thank the Chief Executive Officer and his staff for their work in administering the affairs of the Board.

Anne Carrigy
President of An Bord Altranais
Tá an-áthas orm tuairisc ar ghníomhachtaí an Bhoird Altranais, agus tuairisc airgeadais san áireamh, don bhliain 2002 a chuir i lathair tithe an Oireachtas, na mbanaltraí, na mbán chabhartha agus an phobail.

Mar thoradh ar na toghcháin i Meitheamh 2002 tháinig an Bord reatha in oifig mí na Nollaig 2002. Ba mhaith liom buíochas a ghabháil Síle Ní Mháille, Uachtarán, agus le baill uilig an Bhroid roimhe seo as ucht a mórchabhraich dár ngairm sna cúig bliana atá caite, agus is le ríméad a shinim an tuairisc seo ina bhfuil mionchuntas ar a mbliain deireanach in oifig. Tá athrú suntasach déanta sa ghairm i rith a dtérmheis oifige agus cuireadh go mór le stádas na gairme san earnáil sláinte agus i measc an phobail trí cheile. Is é mo ghuí go leanfaidh an Bord nua ag cur le h-éachtaí na cúig bliana déiridh.

Fáiltíonn an Bord nua roimh oideachas triú leibhéal don aos léinn altranais roimh a gclártaidh, a thosaigh i nDeireadh Fómhair 2002 mar chlár Chlárúcháin/Céime. Beidh rath ar an bhfhorbairt nuair a deireann mar a chinnneoidh an Bord go gcaoltear le cinniollacha agus le caighdeán chun go soláthroifte córas oideachais den scoth oideachais agus do mhín chabhartha. Chuige seo, rinne an Bord athbheithiriú ar bháileailocht an Choiste Oideachais agus Oiliúna agus thug siad cuireadh d'ionadadúthte ós na hinsí/ád ar doideachais bhítheach párteach ann.

Tá sé tábhachtach go leanfadh an Bord ar aghaidh lena chuid oibre sa réimse seo agus i réimse eile, chun dlúis a chur le forbairt na gairme agus lena hionad a choinneáil i rith an aonú aois ifeach. Tá an treoir a thugann an Bord don lucht gairme n-fhábhachtach sa chomhthíoschaíce seo. I rith na bliana 2002 bhunaigh an Bord Coiste Etice a mbíonn sé mar dhúthchas空气 ar na rachannaí atá ar an ghairm a aithint agus treoínte a bhreith beo. Bhí an tús ar aithne i dtíorthaí agus in oifigeanna ceithre bliain. An fháilteoirí iad leis an ghiomáireacht go mór a chur i bhfeidhm.

Ba mhaith liom liom tuilleadh roimh leabhair Eitice a bhfuil sé mar dhúthchas air na rachannaí de dhaoine a chur i bhfeidhm agus le ina phalasai agus na pholasaí ar doideachais. Ba mhaith liom a dhuine a thabhairt do Phríomhth Families an Bhroid agus le daoine a chur in pháirc aodhachtaí.

Tá an-tús athaínt as an bhfuil orthu i lár na tíre agus le fingheann lucht déanta atá ag obair leis an ghníomh seo.

Anne Carrigy
Uachtarán an Bhoird Altranais
The Board has had another successful year in furthering the regulatory interests of the profession. During a time of great and fundamental change in the profession I am pleased to report that An Bord Altranais has played a central and vital role in ensuring that the highest standards in education and practice were maintained in implementing decisions.

The elections to the Board were held in June 2002. Under the terms of the Nurses Act, 1985, 17 of the 29 members of the Board must be elected by the profession to represent nurses and midwives engaged in training, administration and clinical practice. A further 12 members are appointed by the Minister for Health and Children. The elections were held by postal vote and the number of votes cast was disappointing with a smaller percentage of the electorate voting than in the previous elections held in 1997.

The Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products project continued during 2002. This project follows on from the Scope of Practice Project which was completed in 2001. The project is being undertaken in collaboration with the National Council for the Professional Development of Nursing and Midwifery. This is a three-year project to review the status of prescribing in other countries and to examine what possibilities exist for changing the legislation in Ireland to allow for an expanded role for nurses and midwives. This project is due to report in Autumn 2004.

The implementation of the Pre-Registration Nursing Education Degree Programme in 2002 was a significant development for the profession. The application system to the Central Applications Office was refined to provide for the introduction of the Points System in the selection of standard code applicants. The Nursing Careers Centre continued to manage the assessment of mature code applicants and continued to co-ordinate and provide strategic direction for the promotion and marketing of nursing as a career.

An e-learning programme was launched in October 2002 to support the assessment of nurses for the Nursing Registration/Degree Programme. The Board also published guidance to nurses and midwives regarding the recording of clinical practice.

The unprecedented activity levels experienced in 2001 by the Board in applications for registration, and in particular from non-EU Nationals continued in 2002. Information in this Report illustrates that the Register of Nurses maintained by An Bord Altranais is now multinational.

The nursing profession is facing major challenges ahead, particularly in relation to a proposed EU Directive on the Recognition of Professional Qualifications. The Board will continue to work closely with the other Health Sector regulatory bodies to ensure that our concerns are adequately addressed.

The statutory Fitness to Practise Committee met on a monthly basis to administer an increasing number of applications for inquiry into the fitness to practise of nurses and midwives and members of the Committee were busy throughout the year participating in inquiries.

I am pleased with the management of the finances of the Board, and the continued investment in information technology and telecommunications in the Board has created efficiencies in the administration of our general business.

Finally I would like to thank the outgoing Board for their support over the last five years and I look forward to working closely with the new Board at a time of great change for the profession.

Eugene Donoghue
Chief Executive Officer
Annual Report 2002

Education and Training

An Ór na hAltranais
The general concern of An Bord Altranais is the promotion of high standards of professional education, training and practice and professional conduct among nurses and midwives thus ensuring the protection of the public. The developments in nurse education, with the support of Government for the introduction of a registration/degree programme of professional preparation for general, psychiatric and mental handicap divisions of the Register of Nurses from 2002, enhance the commitment of An Bord Altranais to being proactive, guiding, supportive and responsive to the changing educational structures and processes that support the pre-registration degree in nursing. An Bord Altranais also embraced opportunities to develop, extend and strengthen the principle of partnership with all parties to the educational experience while maintaining its statutory independence in conducting on-site visits to almost all of the Higher Education Institutions and the linked health care services. The concern of An Bord Altranais in the protection of the public acknowledges the issue of quality in education, actual 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 through the promotion of high standards of professional education, training and practice and professional conduct among nurses and midwives the Board is committed to the effectiveness and efficiency of the accreditation processes. The Board is charged with establishing the professional standards and credentialing of education for pre-registration nurse and midwifery education. 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 2002. An Bord Altranais operationalises this process through rules under the Nurses Act, 1985 setting standards to be adhered to in the education and training of nurses and in their continuing education as registered nurses. The rules provide for the 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

Under Section 34 of the Nurses Act, 1985 the Board is required to satisfy itself as to the adequacy and suitability of hospitals and institutions for nurse education and training at least once every five years.

In Spring 2002 An Bord Altranais completed on-site visits to all healthcare institutions and linked third level institutions offering the registration/diploma in general, psychiatric and mental handicap nursing and midwifery. On-site visits 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, July 1999).

The focus of the site visits through a partnership approach was to:

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

The following educational institutions and health care services offering the registration/diploma programmes were assessed during 2002:

**St. Angela’s College, Sligo**
- Sligo General Hospital and associated services
- Sisters of la Sagasse Cregg House and associated services

**Dublin City University**
- Beaumont Hospital
- James Connolly Memorial Hospital
- St. Vincent’s Hospital, Fairview
- WAHB St. Brendan’s
- St. Ita’s Hospital
- St. Joseph’s Intellectual Disabilities Services

**University College Dublin**
- Mater Misericordiae University Hospital
- St. Vincent’s University Hospital

**Tralee Institute of Technology**
- Tralee General Hospital and associated services
Trinity Centre for Health Sciences
- Adelaide & Meath Hospital incorporating the National Children’s Hospital
- St. James’s Hospital
- St. Brendan’s Hospital
- St. Patrick’s Hospital
- St. Anne’s Services
- Rotunda Hospital
- Our Lady of Lourdes Hospital (Midwifery)

University of Limerick
- Limerick Regional Hospital and associated services
- St. Joseph’s Hospital
- St. Vincent’s Centre
- St. Munchin’s Hospital

Waterford Institute of Technology
- Waterford Regional Hospital and associated services
- South Eastern Health Board School of Psychiatric Nursing

National University of Ireland, Galway
- University College Hospital Galway
- Portiuncula Hospital
- Western Health Board School of Psychiatric Nursing
- University College Hospital Galway (midwifery)

University College Cork
- Bon Secours Hospital
- Cork University Hospital
- Cork Voluntary Hospital
- Southern Health Board School of Psychiatric Nursing
- Cope Foundation
- St. Finbarr’s Hospital.
- Erinville Hospital

Each of the above programmes is dependent on a number of health care facilities within the health services to achieve the learning outcomes of the programmes. Many facilities were visited in conjunction with these programmes.

Pre Registration Courses

Registration/Degree Curricula
A call was made to all third level institutions to submit curricula for approval of the registration/degree programmes being offered in the 13 Higher Education Institutions. These programmes were reviewed in light of published Requirements and Standards (An Bord Altranais, November 2000). The Education and Training Committee convened special meetings to consider the documentation submitted in respect of the 45 programmes offered nationally.

New Schools of Nursing associated with the Registration/Degree in Nursing
New Schools of Nursing were opened for programmes in Mental Handicap Nursing in Letterkenny IT and Waterford IT, while new schools for programmes in Psychiatric Nursing were opened in GMIT, Athlone IT and Tralee IT.

Post Registration Courses
The Board approves post registration education courses for nurses based on criteria formulated in 1989. These criteria divide courses into two categories.

Post-Registration Category I Courses
Post Registration Category I courses include in-service training/education, seminars, study days, conferences and refresher courses considered by the Chief Education Officer to contribute to the practice, education and management of nursing and midwifery. In 2002 213 Post-Registration Category I courses were approved.

Post-Registration Category II Courses
Post-Registration Category II courses are specialist courses and excludes those courses leading to registration. These courses must be of minimum duration of six-months and are considered by the Education and Training Committee to meet the criteria for approval. The following Post-Registration Category II courses were approved in 2002:

University College Dublin
- Diploma in Safety Health and Welfare at Work

Centre for Nursing Studies, National University of Ireland, Galway (NUIG)
- Higher Diploma in Nursing Studies (Public Health Nursing)
- Higher Diploma in Nursing Studies (Palliative Care)
Education and Training CONTINUED

Cregg House School of Nursing, Sligo
- Higher Diploma in Nursing Studies (Community Intellectual Disability Nursing)

St. Angela’s College Sligo
- Higher Diploma in Nursing Studies (Cognitive Behavioural Psychotherapy)

PCI Counselling Ltd (Personal Counselling Institute)
- Bachelor of Science in Counselling and Psychotherapy

Dublin City University
- MSc/Graduate Diploma in Nursing (Intellectual Disability, Ageing-Related Care)
- MSc/Graduate Diploma in Nursing (Addictions and Substance-Related Difficulties)
- MSc/Graduate Diploma in Nursing (Child and Adolescent Mental Health)
- MSc/Graduate Diploma in Community Mental Health Nursing
- MSc/Graduate Diploma in Acute Mental Health Nursing

National University of Ireland, Galway in Partnership with Western Health Board
- Master of Health Science

Return to Nursing Practice Course
The Return to Nursing Practice Course is organised by healthcare institutions for nurses whose training does not comply with EU Directives of June 1979 and nurses returning to work following an absence from practice of more than five years. No new courses were presented for consideration of approval in 2002.

Return to Midwifery Practice
Return to Midwifery Practice Courses are organised for midwives from outside Ireland who need to undertake the course as a prerequisite to registration as a midwife and midwives returning to midwifery practice following an absence of five years or more. No new courses were submitted for of consideration approval in 2002.

Distance Education Degree Programme
The National Distance Education Centre at Dublin City University provided a distance education degree programme during 2002.

Bachelor Of Nursing Studies (Distance Education) 2002-3
The Bachelor of Nursing Studies programme is presented nationally by Oscail, the National Distance education centre, in co-operation with An Bord Altranais. Its work is overseen by a programme team consisting of members of Oscail and An Bord Altranais, together with representatives from other universities and the profession. The degree is modular in structure and students have direct entry onto the degree level modules or may take an access programme. The programme runs from March to November each year and students may choose how many modules they wish to study each year.

There are currently over three hundred students registered on the programme and the third cohort of over forty graduates received their degrees at a convocation ceremony in March 2003.

Scope of Nursing and Midwifery Practice Project
An evaluation of the implementation of the Scope of Nursing and Midwifery Framework commenced in 2001. Data generated from the regional seminars is currently being collated within An Bord Altranais. A database of enquiries made to An Bord was assembled based on queries to the education officers by telephone, e-mail and through correspondence.

Public Health Nurse Working Group
Following the recommendation of the Commission on Nursing (1998: para 8.30) a Working Group was convened to determine the content and duration of a module on Child Health as an alternative to the mandatory midwifery qualification requirement for entry to the higher diploma in public health nursing or registration as a public health nurse. The group met on four occasions, commissioned a paper to inform its deliberations and invited an international expert to address the group. The deliberations of the Working Group were presented to the Minister of Health and Children.

Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products Project
The Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products Project commenced in September 2001. This project was borne out of the recommendations from the Commission on Nursing and the Review of Scope of Practice for Nursing and Midwifery to examine the role of the nurse and midwife in the practice of prescribing. It is a joint collaboration between An Bord Altranais and the National Council for the Professional Development of Nursing and Midwifery. It is envisaged that the project will be completed in September 2004. The Steering Committee membership is given in Appendix 7. The terms of reference for the project are:

- Review of current practice, identifying relevant issues
- Review of appropriate international literature and experience
- Review of national and international legislation related to nurse and midwife prescribing
- Review of the Guidance to Nurses and Midwives on the Administration of Medical Preparations (An Bord Altranais 2000)
- Review of intra and inter professional boundaries and their implications for nurse and midwife prescribing
- Consideration of the circumstances in which nurses and midwives might prescribe
- Identification of pilot sites suitable for the initiation of nurse and midwife prescribing
- Identification and delivery of educational preparation necessary to support nurse and midwife prescribing
- Consideration of documentation necessary to support nurse and midwife prescribing
• Initiation and evaluation of nurse and midwife prescribing in pilot sites
• Produce detailed guidelines including a framework for nurse and midwife prescribing where appropriate.

During 2002 the Project Team, guided by the Steering Committee of the Review, developed the framework and supporting structures to initiate pilot sites for collaborative prescribing by nurses and midwives. This included the creation of a project plan, protocol framework and competencies to support this study of expanded practice. Sixteen sites representing a variety of health care settings throughout Ireland were selected to participate in the study. A six-month educational programme provided by the Royal College of Surgeons in Ireland will precede the implementation phase. The perceptions of the involved patients and health care staff will be evaluated during this six month pilot phase.

The Project Team presented medication management seminars in each health board area (10 in total) in November and December with over 2,000 nurses and midwives participating. Focus groups were conducted during these seminars with the objective to examine the current practices in relation to medication management. The data gathered will be used to develop the future needs assessment planned for distribution during the latter half of this 3 year review.

Guidance to Nurses and Midwives on the Administration of Medical Preparations, 2000 is being revised by the Project Team with the assistance of a sub-committee. The revised document will introduce the concept of medication management, its associated activities and will reflect the Scope of Nursing and Midwifery Practice Framework, (An Bord Altranais, 2000).

Assessment of Clinical Practice and Competencies

An Bord Altranais, on 12 October 2002, launched an e-learning package to support the assessment of nurses for the nursing registration/degree programmes. The e-learning programme was designed to assist healthcare and third level staff to determine a standard for nursing competence assessment for entry to the Register of Nurses.

The aims of the package are to:

• Provide a stimulating and innovative approach to learning about how to assess competence
• Allow for discussion and collaboration around issues of competence
• Explain competence in a non-threatening manner
• Encourage all healthcare and third level staff to embrace the change in the student assessment process
• Gather information on competence assessment
• Provide examples of possible tools that may be utilised to assess competence

The package may be used:

• to complement existing preceptor/teaching and assessor courses
• on an individual basis in the workplace or at home
• as part of a course for the 4th year student
• as a part of in-service staff development with registered staff who may need to be enabled and empowered to assess students with this new competency framework
• As a reference for further reading

The programme, on CD ROM, was distributed to all higher education institutions, healthcare institutions and health boards. The interactive package was also made available on the An Bord Altranais website www.nursingboard.ie. To support the roll out of the initiative An Bord Altranais hosted a discussion forum every Friday for three months from the launch of the programme. It is planned to conduct an evaluation of the package with a view to amending it based on feedback.

Five Points of Entry

Phase one of the project to review the five points of entry to the Register of Nurses, as recommended by the Nurse Education Forum and supported by An Bord Altranais, was completed in 2002. This phase of the study saw a comprehensive review of the literature regarding the origins of the divisions of the register and international experience.

Midwifery Sub-Committee

The Midwifery Sub-Committee of the Board continued to advise the Board on matters pertaining to midwifery education and practice. In this regard it discussed the development of a pilot project on a direct entry to midwifery education.
programme. This programme was run, in partnership, by the University of Dublin, Trinity College, Our Lady of Lourdes Hospital, Drogheda and the Rotunda Hospital, Dublin. The programme is due for completion in June 2003.

Conferences and Seminars 2002

A National Conference was held in City West Hotel, Dublin on 12 June 2002 entitled "Practical Knowing – Learning in Practice". The objective of the conference was to explore issues pertaining to clinical learning in the preparation of future nurses. Issues addressed included governance of learning in the clinical area, work-based learning, clinical decision-making, and quality assurance mechanisms for the clinical learning environment. Three hundred and fifty nurses attended this conference.

Recording Clinical Practice

In November 2002 An Bord Altranais published Recording Clinical Practice – Guidance to Nurses and Midwives. The aim and purpose of this document is to assist nurses and midwives to:

- appreciate professional and legal issues regarding the compilation and management of nursing and midwifery documentation
- value professional responsibility associated with good practice in record management
- offer practical advice in attaining/maintaining acceptable standards of recording clinical practice.

A copy of the document was distributed to all nurses on the Register of Nurses and to all healthcare facilities and institutions. Distribution was aided by the Nursing Practice Development Units to ensure that all Nursing Homes and independent healthcare facilities within each health board area were included. This practical guide will assist in determining a standard of expected practice for all nurses and midwives thus contributing to the national quality agenda for healthcare.

National Implementation Committee

An Bord Altranais is the statutory body for nursing and midwifery which has responsibility “to promote high standards of professional education and training and professional conduct among nurses” (Section 6(1) of the Nurses Act, 1985). The Board is a key stakeholder in the implementation of the recommendations made by the Nursing Education Forum. The National Implementation Committee was set up to oversee the implementation of the pre-registration nursing degree programme and had participation from all the key stakeholders in the implementation this programme including An Bord Altranais. A number of the recommendations of the Nursing Education Forum in respect of the four-year pre-registration degree programme in nursing required specific action by An Bord Altranais.

The Nursing Careers Centre implemented a number of these recommendations including the discontinuation of the assessment test and the interview for school leavers under the transfer of the application system to the CAO. The issue of the separate CAO lists for nursing will be monitored and reviewed on a continuing basis particularly with the integrated system for 2003. The Nursing Careers Centre has been most active in co-ordinating and providing strategic direction to the promotion and marketing of nursing as a career. An Bord Altranais has undertaken to monitor the impact of the withdrawal of the non-means tested grant through a study that is anticipated to report to the Department of Health and Children in two years. An Bord Altranais participated in discussions on the framework for a bursary/sponsorship system for mature nursing students between the Department of Health and Children, and health service providers.

The Requirement and Standards of Nurse Education Registration Programs (An Bord Altranais, November 2000) and the approval mechanisms of An Bord Altranais were examined in respect of curriculum design, inter-professional learning, and supporting students to achieve the learning outcomes of the programme. In creating and maintaining a clinical learning environment and support of learning from practice An Bord developed an e-learning programme to assist the development of a standard of competence assessment for the profession and has prepared a document to support the achievement of a good clinical learning environment. Evidence of supporting students reflecting on practice and participating in the evaluation of the programme is also being sought on site visits of An Bord Altranais.

An Bord Altranais Research Awards 2002

An Bord Altranais has promoted research by Nurses and Midwives by the awarding of Research Scholarships. Between 1992 and 2002, €683,416 was awarded to 179 nurses and midwives, as follows:

- All-Ireland Research Fellowships, jointly funded by the Nursing Board for Northern Ireland (NBNI), whereby €380,922 was awarded to 27 nurses and midwives
- An Bord Altranais Research Scholarships, whereby €167,605 was awarded to 9 nurses and midwives
- Cross-Border Research Project, whereby €7,618 was awarded to 4 nurses and midwives
- An Bord Altranais Research scholarships, whereby €127,271 was awarded to 139 nurses and midwives, including four awards in 2002.

The completed research is placed in the An Bord Altranais Library and is used extensively by many of the nurses and midwives visiting the Library.

Centres of Nurse Education

An Bord Altranais marked the closure of the Schools of Nursing in Hospitals / Healthcare Institutions by sending a letter to each tutor involved in the Board’s examination process throughout the years. The Board welcomes the opening of Centres of Nurse Education, which were developed in each Health Board area to support the continuing education requirements of nurses and midwives within the health services. The Board looks forward to developing relationships with the Centres in 2003.

Library

A great deal of change occurred in the Library during 2002. The Board Librarian commenced a career break, both library
collections moved to new locations within the building and changes have been made to the levels of support provided to staff and students.

A survey of library users was conducted over a six-week period in November/December 2002. The purpose of the survey was to determine a profile of library users, their searching requirements and satisfaction levels with library services provided. The results showed the average user to be a postgraduate student working in Dublin and studying through a Dublin University. They visited the library to use the journal collection or obtain recommended readings they were unable to find in their own library. They were on average over 28 years of age and rated the current library service as excellent.

The following services continued to be provided:
- British Nursing Index (BNI) and CINAHL databases on CD-ROM plus online access to the Cochrane Library and PubMed.
- Reference services for nurses studying, practising or seeking information for interview preparation.
- Document supply via the British Library and the Irish Healthcare Library network to staff, students and bodies such as the National Council for the Professional Development of Nursing and Midwifery.

The Nursing Careers Centre (NCC), was set up under the management of An Bord Altranais in November 1998, to:
- Facilitate a centralised system of processing and selection of applicants wishing to enter nursing
- Promote and market nursing as a career
- Provide career guidance

In carrying out its functions, the NCC works closely with a number of key stakeholders, including: Department of Health and Children; the Healthcare Sector; the Office of the Civil Service and Local Appointments Commission (OCSLAC); the Central Applications Office (CAO); the Higher Education Institutions (HEIs); the Institute of Guidance Counsellors (IGC); and others from time to time.

In the year 2002, the Pre-Registration Programmes in General Nursing (RGN), Psychiatric Nursing (RPN) and Mental Handicap Nursing (RMHN) were for the first time at Degree level. The successful completion of the four-year Degree Programme will lead to Registration with An Bord Altranais (RGN or RPN or RMHN) and the award of a Bachelor of Science (BSc) Degree in Nursing from the HEI.

13 HEIs in association with 45 Healthcare Agencies, offered a total of 1,640 places:

<table>
<thead>
<tr>
<th>Discipline</th>
<th>Healthcare Agencies</th>
<th>HEIs</th>
<th>Places</th>
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<tr>
<td>General</td>
<td>21</td>
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<td>1,057</td>
</tr>
<tr>
<td>Psychiatric</td>
<td>14</td>
<td>12</td>
<td>343</td>
</tr>
<tr>
<td>Mental Handicap</td>
<td>10</td>
<td>8</td>
<td>240</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>45</strong></td>
<td><strong>8</strong></td>
<td><strong>1,640</strong></td>
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</tbody>
</table>

Applications 2002

There were 9,605 applications for the Pre-Registration Degree Programme in Nursing to the CAO, of which 1,857 were mature code applicants. The following is a breakdown of all applicants to nursing (statistics courtesy of CAO)

<table>
<thead>
<tr>
<th>REP OF IRELAND</th>
<th>TOTAL</th>
<th>MALE</th>
<th>FEMALE</th>
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<tr>
<td>CARLOW</td>
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<td>CAVAN</td>
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<td>CLARE</td>
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<tr>
<td>CORK</td>
<td>1,200</td>
<td>183</td>
<td>1,017</td>
</tr>
<tr>
<td>DONEGAL</td>
<td>624</td>
<td>100</td>
<td>524</td>
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<tr>
<td>DUBLIN</td>
<td>1,505</td>
<td>243</td>
<td>1,262</td>
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<tr>
<td>GALWAY</td>
<td>643</td>
<td>88</td>
<td>555</td>
</tr>
<tr>
<td>KERRY</td>
<td>511</td>
<td>92</td>
<td>419</td>
</tr>
<tr>
<td>KILDARE</td>
<td>280</td>
<td>31</td>
<td>249</td>
</tr>
<tr>
<td>KILKENNY</td>
<td>258</td>
<td>38</td>
<td>220</td>
</tr>
<tr>
<td>LAOIS</td>
<td>176</td>
<td>22</td>
<td>154</td>
</tr>
<tr>
<td>LEITRIM</td>
<td>119</td>
<td>17</td>
<td>102</td>
</tr>
<tr>
<td>LIMERICK</td>
<td>438</td>
<td>46</td>
<td>392</td>
</tr>
<tr>
<td>LONGFORD</td>
<td>122</td>
<td>14</td>
<td>108</td>
</tr>
<tr>
<td>LOUTH</td>
<td>261</td>
<td>47</td>
<td>214</td>
</tr>
<tr>
<td>MAYO</td>
<td>496</td>
<td>65</td>
<td>431</td>
</tr>
<tr>
<td>MEATH</td>
<td>243</td>
<td>29</td>
<td>214</td>
</tr>
<tr>
<td>MONAGHAN</td>
<td>181</td>
<td>18</td>
<td>163</td>
</tr>
<tr>
<td>OFFALY</td>
<td>132</td>
<td>18</td>
<td>114</td>
</tr>
<tr>
<td>ROSCOMMON</td>
<td>189</td>
<td>32</td>
<td>157</td>
</tr>
<tr>
<td>SLIGO</td>
<td>224</td>
<td>28</td>
<td>196</td>
</tr>
<tr>
<td>TIPPERARY</td>
<td>368</td>
<td>51</td>
<td>317</td>
</tr>
<tr>
<td>WATERFORD</td>
<td>251</td>
<td>29</td>
<td>222</td>
</tr>
<tr>
<td>WESTMEATH</td>
<td>221</td>
<td>30</td>
<td>191</td>
</tr>
<tr>
<td>WEXFORD</td>
<td>301</td>
<td>44</td>
<td>257</td>
</tr>
<tr>
<td>WICKLOW</td>
<td>180</td>
<td>19</td>
<td>161</td>
</tr>
</tbody>
</table>

**Rep of Ireland** 9,484 1,358 8,126
### Mature Code Applicants 2002

The NCC continued to process Mature Code Applicants, encompassing written assessments and interviews. 850 successful applicants were placed on an Order of Merit list for each course for which they applied and the position on the Order of Merit list was determined by the score achieved at the written assessment. The cut-off scores for each course was published in Nursing A Career for You.

Up to 40 places for the Healthcare Workers Sponsorship Scheme were available from the Mature Code Applicants cohort. All 40 places were offered: 18 General; 11 Psychiatric; 11 Mental Handicap.

#### Promotion & Marketing

Since its inception, the NCC has carried out a major campaign in the whole area of promotion and marketing of nursing, including:

- The production and dissemination of high quality promotional materials; including: Stands, Posters, and Nursing A Career for You
- The development of an active page on the Board’s website, including hyperlinks
- Effective liaison with key stakeholders in the HEIs and Healthcare system, including meetings to address many policy issues
- Effective communication with Guidance Counsellors, including: Workshops with local Branches; Meetings with the National Executive; Speaking at national CAO information days
- Participation at Conferences, including: Higher Options Conference; IGC Conference; Young Scientist of the Year Conference; CAO Annual Conference and many local Conferences
- The development and implementation of media strategies including a major newspaper and radio publicity campaign.

A Liaison Group established and co-ordinated by the NCC, comprising of one nurse representing each of the 13 HEIs and associated Healthcare Agencies, continued to do excellent work at local level in the promotion and marketing campaign.
Annual Report 2002

Administration
2002 Accounts

The Auditors Report and the Financial Statements for the year ended 31st December 2002 are included in this report. An Bord Altranais recorded a surplus of income over expenditure amounting to €44,915 in the year, which compares to a surplus of €789,461 for the year to 2001.

The increase in income by 3% to €4.6m in 2002 can primarily be attributed to increases in registration fees and funding received for projects managed by the Board. This is partially offset by a decrease in examination fees, a reduction in funding for the Nursing Careers Centre and the abolition of the Candidate Registration fee.

Expenditure in 2002 increased by 23% to €4.6m over the previous year. This was mainly due to the following:

• Increased investment in educational and professional development projects as part of the continued commitment of the Board to invest in research and education to enhance the standing of the nursing profession in Ireland. As a result funding for projects has increased by €0.2m from 2001.

• Depreciation costs were €0.2m higher in 2002, mainly as a result of the decision to change the accounting policy regarding the depreciation of equipment and fittings. This resulted in a once-off write off in the 2002 income and expenditure account.

• Costs relating to fitness to practise inquiries increased by just under €0.2m in 2002.

• Costs of the boards election process which amounted to €0.1m

• National inflation rate running at over 4.5%.

The net asset value of An Bord Altranais is now just under €4.5m.

Income Collection

The Board expanded the range of payment methods available to nurses to pay their annual retention fee by offering the facility to pay the fee by credit card or laser card. Nurses are being encouraged to pay the retention fee either through the bank via the Giro system, by direct debit or by credit / laser card.

Property

The Board owns the building it occupies at 31/32 Fitzwilliam Square. The property was initially leased and the Board purchased it in 1993 for €0.95m (€0.75m). The purchase was financed by a 15 year mortgage. Careful management of the loan repayments over the intervening years has meant that this mortgage will be fully repaid by the end of 2003.

The property consists of two interconnecting Georgian houses located in the centre of Dublin. This property has given the nursing profession in Ireland a high profile and visible presence in the centre of Dublin since An Bord Altranais moved here in the mid-eighties.

The Board applied for planning permission for an education centre at the rear of our premises and this was granted in January 2002. The planning permission is valid for five years and a decision on this project will be taken during 2003.

Internet

The Board’s website www.nursingboard.ie contains a comprehensive range of documents including published guidance documents, annual reports and newsletters. The website also contains a large volume of statistics that are widely used for research purposes by students and nurses. All staff members have a full e-mail service and they can be contacted by using their first initial and surname @ nursingboard.ie.

Partnership

The partnership committee established in An Bord Altranais in 2000 continues to flourish. The committee was set up under the auspices of the National Health Service Partnership Forum and comprises of representatives of management, staff, and both unions in the organisation, IMPACT and the INO.

Health and Safety

As with previous years An Bord Altranais is continuing its efforts to ensure the safety, health and welfare of its employees and visitors to the organisation. The in-house Partnership Group oversees health and safety issues and it is planned to revise the Board’s safety statement during 2003 to account for recent changes in legislation.

Public Board Meetings

The Board continued its commitment to hold some of its Board Meetings in public. Because of the Board elections it was only possible to hold one meeting in public in 2002. This meeting took place in Kilkenny in April and there was a good attendance from the profession.
Prompt Payment of Accounts Act, 1997

An Bord Altranais has been prompt in the payment of its creditor accounts and the requirements of the Act do not pose any problem for the Board. The Board is complying with the provisions of the Act and there is a system in place, which provides for a regular review of all accounts to ensure that payment is neither overlooked nor unnecessarily delayed.

Board Elections 2002

Elections to the Board of An Bord Altranais were held during Summer 2002 in accordance with the Nurses Act, 1985. The new Board, of seventeen elected members, together with twelve Ministerial Appointees, were all appointed by the Minister for Health and Children, and took office on 10th December, 2002.

Staff Changes

Appointment of Director of Operations

Mr. David O’Flynn ACMA was appointed as the Director of Operations in April 2002. A qualified management accountant, Mr. O’Flynn came to An Bord Altranais from the Information Technology industry where he was the Financial Controller of an Irish Information Security company. He previously worked with ESB where he worked in a number of roles in the finance area. In An Bord Altranais he will be responsible for the Finance, Information Technology, Human Resources and Services.

Appointment of Administrative Officer

Mr. Ray Bonar BA was appointed as an Administrative Officer in the Regulation area. Mr. Bonar worked previously with Kildare County Council where he worked as a Leisure and Recreation Manager.

A number of members of staff left An Bord Altranais during 2002 to pursue other opportunities. The Board would like to thank them for their commitment and service to the Board over the years and wish them every success in their future careers.

Appointment of Education Officer

Ms. Margaret McCarthy M.Ed., BNS, RGN, RM, RNT was appointed as an Education Officer of the Board in September 2002. Ms McCarthy brings a wealth of experience to the post having been a lecturer in University of Dublin, Trinity College, a Principal Nurse Tutor in the Meath Hospital and a former elected Board member.
Part V of the Nurses Act, 1985, provides for an Application for Inquiry to be made into the fitness of a nurse to engage in the practice of nursing on the grounds of alleged professional misconduct and/or alleged unfitness to engage in such practice by reason of physical or mental disability. This part of the Act regulates all aspects of the work of the Fitness to Practise Committee. An application for Inquiry may be made by any person or the Board of An Bord Altranais. In its investigation of a complaint, the Fitness to Practise Committee may request such other documentation as it requires, and the nurse is also invited to respond to the allegation(s). The Committee will then consider all of the correspondence before it decides whether there is a prima facie case for the holding of an Inquiry into the nurse. The Committee will also confirm the grounds upon which any Inquiry is to be held. In the event that the Committee is of the opinion that there is not a case to answer, the Board may direct the Committee to hold an Inquiry if it is of the opinion that an Inquiry is warranted.

The Inquiry is held in private. The Chief Executive Officer takes the case on behalf of the complainant and is represented by Solicitors and Counsel. The Fitness to Practise Committee sits on the Inquiry. A Legal Assessor sits with the Committee to advise on points of law, but takes no part in any decision making of the Committee. The nurse is invited to attend and/or to be represented at the Inquiry. A Stenographer records the Inquiry proceedings. Witnesses, on behalf of the Chief Executive Officer and on behalf of the nurse, are called and give evidence under Oath. Witnesses can be cross-examined and may also be questioned by the Committee.

Following the Inquiry, the Fitness to Practise Committee prepares a Report for consideration by the Board. The Report will include the Committee’s findings in relation to the allegation(s), and the reason(s) for its decision. The Report may also include other information such as any mitigating circumstances in relation to the allegation(s), and a recommendation to the Board in respect of any sanction to be imposed, by the Board, on the nurse.

The Board will then meet to consider the Report of the Fitness to Practise Committee. The nurse is invited to attend the meeting and/or to be represented at the meeting, and to make a statement to the Board. The Board will then decide on any sanction to be imposed on the nurse. If the Board decides to:

- Erase the nurse’s name from the Register of Nurses;
- Attach conditions to the retention of the nurse’s name in the Register of Nurses;
- Suspend the nurse’s name from the Register of Nurses for a fixed period,

the decision must be confirmed by the High Court and the decision may be appealed by the nurse to the High Court. Alternatively, or in conjunction with one of the above detailed sanctions, the Board may decide to Advise, Admonish or to Censure a nurse in relation to his or her professional conduct.

The Board, where appropriate, may decide to impose a sanction where no finding of professional misconduct or unfitness to practise nursing has been found by the Fitness to Practise Committee following Inquiry.

**Level of Activity during 2002**

**Number Of Applications Considered**

- Ten Applications carried over from 2001
- Twenty Seven Applications received in 2002

**Decisions In Respect Of Applications**

- In thirteen cases, the committee decided to hold an Inquiry;
- In five cases, the Committee decided that an Inquiry was not warranted;
- Nineteen cases were still under consideration at the end of 2002.

The last scheduled meeting in 2002 of the Fitness to Practise Committee was held on 4th September, 2002. The Board subsequently left office on 1st October, 2002, and the new Board was appointed in December, 2002. Of the complaints received in 2002, eight were received after the 4th September, 2003, and were therefore carried forward to 2003.

**Inquiries Held In 2002**

The Fitness to Practise Committee held seven inquiries into the fitness to practise of nurses in 2002. The Committee dealt with issues including:

- Alleged mistreatment of clients to include physical abuse, inappropriate professional behaviour and theft;
- Alleged addiction to alcohol and/or addiction to drugs.
- Alleged breaches in conditions attached to registration.

**Grounds For Inquiry**

- Four Inquiries were held on the grounds of alleged professional misconduct only
- Three Inquiries were held on the grounds of alleged professional misconduct and alleged unfitness to practise nursing by reason of physical or mental disability
Decisions Of The Fitness To Practise Committee Following Inquiry

- Six nurses were found guilty of professional misconduct
- One nurse was found unfit to practise by reason of physical or mental disability

Sanctions imposed by the Board following these inquiries were

- In three cases a sanction of 'Erasure' was imposed and each decision was confirmed by the High Court.
- In three cases the sanction of ‘Censure’ was imposed, and conditions were also attached to the retention of the nurses’ names in the Register of Nurses. The High Court confirmed the decision in each case.
- In one case the nurse was ‘Advised’ and the sanction of ‘Admonishment’ was also imposed;

Nurses With Conditions Attached To The Retention Of Their Names In The Register Of Nurses

The monitoring of the conditions attached to the retention of a nurse’s name in the Register of Nurses is a function of the Board.

In their continuing monitoring of such nurses during 2002, the Board became the Applicant for Inquiry in respect of two of these nurses. A case in respect of each nurse was referred to the Fitness to Practise on the grounds of alleged professional misconduct and/or unfitness to practise by reason of physical or mental disability, with regard to alleged breaches in the conditions attached to each nurse’s registration.

- In one case the nurse was subsequently found unfit to practise nursing, following a Fitness to Practise Committee Inquiry, and was erased from the Register of Nurses.
- In the second case, the Board also took action pursuant to Section 44 of the Nurses Act, 1985. The Nurse is since deceased.

Section 44 Applications

The Board made two decisions to apply to the High Court pursuant to Section 44 of the Act.

Increase In Membership Of Fitness To Practise Committee

During 2002, the Board, in noting the increasing workload of the Fitness to Practise Committee, agreed that additional members would be nominated to the Committee.

Registration

The Register of Nurses is maintained by An Bord Altranais in accordance with both the provisions of the Nurses Act, 1985, and the provisions of Rules made in accordance with the Act.

STATISTICS

Nurses Registered:

<table>
<thead>
<tr>
<th>DATE</th>
<th>FEMALE</th>
<th>MALE</th>
<th>ACTIVE</th>
<th>INACTIVE</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>31/12/2002</td>
<td>67,077</td>
<td>5,662</td>
<td>60,084</td>
<td>12,655</td>
<td>72,739</td>
</tr>
<tr>
<td>31/12/2001</td>
<td>63,848</td>
<td>5,260</td>
<td>57,059</td>
<td>12,049</td>
<td>69,108</td>
</tr>
</tbody>
</table>

Qualification Registered as at 31st December, 2002:

A nurse may be registered in more than one division of the Register of Nurses.

<table>
<thead>
<tr>
<th>DISCIPLINE</th>
<th>FEMALE</th>
<th>MALE</th>
<th>ACTIVE</th>
<th>INACTIVE</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>General</td>
<td>58,366</td>
<td>2,502</td>
<td>50,088</td>
<td>10,780</td>
<td>60,868</td>
</tr>
<tr>
<td>Midwives</td>
<td>16,732</td>
<td>16</td>
<td>13,565</td>
<td>3,183</td>
<td>16,748</td>
</tr>
<tr>
<td>Psychiatric</td>
<td>7,953</td>
<td>3,558</td>
<td>9,063</td>
<td>1,908</td>
<td>11,511</td>
</tr>
<tr>
<td>Sick Children’s</td>
<td>4,462</td>
<td>41</td>
<td>3,714</td>
<td>729</td>
<td>4,503</td>
</tr>
<tr>
<td>Fever</td>
<td>35</td>
<td>1</td>
<td>24</td>
<td>12</td>
<td>36</td>
</tr>
<tr>
<td>Clinical Teachers’</td>
<td>112</td>
<td>24</td>
<td>103</td>
<td>33</td>
<td>136</td>
</tr>
<tr>
<td>Tuberculosis</td>
<td>151</td>
<td>0</td>
<td>26</td>
<td>125</td>
<td>151</td>
</tr>
<tr>
<td>Infectious Diseases</td>
<td>176</td>
<td>0</td>
<td>101</td>
<td>75</td>
<td>176</td>
</tr>
<tr>
<td>Orthopaedic</td>
<td>113</td>
<td>0</td>
<td>81</td>
<td>32</td>
<td>115</td>
</tr>
<tr>
<td>Public Health</td>
<td>2,321</td>
<td>1</td>
<td>1,937</td>
<td>385</td>
<td>2,322</td>
</tr>
<tr>
<td>Mental Handicap</td>
<td>3,741</td>
<td>474</td>
<td>3,749</td>
<td>466</td>
<td>4,215</td>
</tr>
<tr>
<td>Sanatorium</td>
<td>9</td>
<td>0</td>
<td>2</td>
<td>7</td>
<td>9</td>
</tr>
<tr>
<td>Tutors’</td>
<td>478</td>
<td>103</td>
<td>489</td>
<td>92</td>
<td>581</td>
</tr>
<tr>
<td>Advanced Psychiatric</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>TOTAL</td>
<td>94,651</td>
<td>6,721</td>
<td>83,543</td>
<td>17,829</td>
<td>101,372</td>
</tr>
</tbody>
</table>

Registration

REGULATORY FUNCTIONS
Newly registered qualifications during 2002:
The table below shows the number of qualifications registered with An Bord Altranais during 2002.

<table>
<thead>
<tr>
<th>Place of Training</th>
<th>Ireland</th>
<th>EU</th>
<th>Other</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>General</td>
<td>881</td>
<td>890</td>
<td>1,676</td>
<td>3,447</td>
</tr>
<tr>
<td>Midwives</td>
<td>178</td>
<td>84</td>
<td>27</td>
<td>289</td>
</tr>
<tr>
<td>Psychiatric</td>
<td>206</td>
<td>143</td>
<td>58</td>
<td>407</td>
</tr>
<tr>
<td>Sick Children’s</td>
<td>120</td>
<td>46</td>
<td>2</td>
<td>168</td>
</tr>
<tr>
<td>Public Health</td>
<td>99</td>
<td>5</td>
<td>0</td>
<td>104</td>
</tr>
<tr>
<td>Mental Handicap</td>
<td>130</td>
<td>21</td>
<td>2</td>
<td>153</td>
</tr>
<tr>
<td>Tutors’</td>
<td>43</td>
<td>4</td>
<td>0</td>
<td>47</td>
</tr>
<tr>
<td>TOTAL</td>
<td>1,657</td>
<td>1,193</td>
<td>1,765</td>
<td>4,615</td>
</tr>
</tbody>
</table>

Verifications issued during 2002:
Verifications are issued for nurses wishing to register abroad. Verifications are sent direct from one Registration Authority to the equivalent organisation in the country where a nurse is seeking registration. A nurse may apply for more than one Verification of Registration.

<table>
<thead>
<tr>
<th>COUNTRY</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>United Kingdom</td>
<td>735</td>
<td>458</td>
</tr>
<tr>
<td>Other European Countries</td>
<td>15</td>
<td>21</td>
</tr>
<tr>
<td>Australia</td>
<td>764</td>
<td>701</td>
</tr>
<tr>
<td>USA</td>
<td>240</td>
<td>73</td>
</tr>
<tr>
<td>Canada</td>
<td>50</td>
<td>25</td>
</tr>
<tr>
<td>Other</td>
<td>51</td>
<td>28</td>
</tr>
<tr>
<td>TOTAL</td>
<td>1,855</td>
<td>1,306</td>
</tr>
</tbody>
</table>

Inactive File:
The Board maintains an Inactive File for nurses who are not engaged in the practice of nursing in Ireland.

<table>
<thead>
<tr>
<th>REASON</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retired</td>
<td>4,285</td>
<td>3,952</td>
</tr>
<tr>
<td>Unemployed</td>
<td>665</td>
<td>680</td>
</tr>
<tr>
<td>Career Break/Leave of Absence</td>
<td>1,351</td>
<td>1,267</td>
</tr>
<tr>
<td>Working Abroad</td>
<td>3,955</td>
<td>3,914</td>
</tr>
<tr>
<td>Other</td>
<td>2,399</td>
<td>2,236</td>
</tr>
<tr>
<td>TOTAL</td>
<td>12,655</td>
<td>12,049</td>
</tr>
</tbody>
</table>

Candidate Register:
An Bord Altranais maintains a Register of Candidates admitted for training:

<table>
<thead>
<tr>
<th>DISCIPLINE</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>General</td>
<td>964</td>
<td>1,102</td>
</tr>
<tr>
<td>Midwifery</td>
<td>184</td>
<td>198</td>
</tr>
<tr>
<td>Psychiatric</td>
<td>307</td>
<td>291</td>
</tr>
<tr>
<td>Sick Children’s</td>
<td>117</td>
<td>107</td>
</tr>
<tr>
<td>Mental Handicap</td>
<td>168</td>
<td>153</td>
</tr>
<tr>
<td>TOTAL</td>
<td>1,740</td>
<td>1,851</td>
</tr>
</tbody>
</table>

EU Registration
An Bord Altranais made a submission to the Department of Health and Children, on the proposed Directive of the European Parliament and of the Council on the Recognition of Professional Qualifications. The Board, in conjunction with the other health professional regulatory bodies, subsequently made a joint statement to the Department of Health and Children. The submissions highlighted the concerns of all the Irish regulatory bodies in relation to some of the proposed changes to the European regulation/registration procedures. These concerns included the proposal for the abolition of the Advisory Committees on General Nursing and Midwifery, the proposed mechanisms for registration of EU applicants, and the proposal that an EU nurse would be allowed to practice within another EU country for a period of up to sixteen weeks without registration in the host country.

Non-EU Registration
In early 2002, an information document for Non-EU Nurses seeking employment in Ireland, entitled “Thinking about Nursing in Ireland?” was made available. The document was produced by the Health Services Employers Agency in association with An Bord Altranais. The document addressed some of the issues and questions raised by applicants for registration who hold qualifications from outside of the EU.

Following review of the registration processes in place for non-EU applicants, a meeting was held with the Directors of Nursing/Midwifery to present information on the processing of applications for overseas applicants for registration. Changes to current processes are expected to be implemented in 2003.
Consideration Of Applications Pursuant To Section 28 (5) Of The Nurses Act, 1985

Section 28 (1) of the Nurses Act, 1985 states:-

‘The Board shall, in accordance with rules, register in the Register every person who satisfies the Board that he complies with the prescribed conditions for registration.’

Section 28 (5) of the nurses Act, 1985 states:-

‘Nothing in this section shall operate to prevent the Board from refusing to register the name of any person, who is otherwise entitled to be registered, on the grounds of the unfitness to that person to engage in the practice of nursing.’

It is a function of the Board to consider applications for registration pursuant to Section 28 (5) of the Nurses act, 1985. In 2002, the Board considered four applications pursuant to this section of the Act.

In the first case, issues arose in relation to the registration of an Irish trained student. While the student had met all of An Bord Altranais requirements for registration, the student had not met all of the requirements of the approved Higher Education Institute where the training was undertaken. The student was invited to make representation to the Board in its consideration of the matter. The Board decided that the applicant be granted registration.

In the second case, issues arose in relation to the registration of a non-EU trained nurse who was not recommended for registration by the Director of Nursing following completion of the period of clinical assessment and orientation. While the nurse had not failed the period of assessment and orientation, registration was not recommended due to other ongoing issues. The nurse was invited to make representation to the Board in its consideration of the matter. The Board decided that the applicant be granted registration.

In the third case, an issue arose in relation to the registration of an EU trained nurse who was registered and under investigation in another jurisdiction at the time of application to An Bord Altranais. On completion of investigations in the other jurisdiction, the nurse was registered with An Bord Altranais.

In the fourth case, issues arose in relation to the forgery of documentation submitted in support of an application for registration. The nurse admitted to forging the documentation. The Board refused registration.

Candidate Register And Monitoring Of Attrition Rates From Nurse Education Programmes

The Report of the Commission on Nursing, 1998, recommended that the Candidate Register be maintained only for the Clinical component of training.

The Board considered it was important to maintain the Candidate Register for Students. The Board waived the Candidate Register Fee in respect of all candidates who register from Autumn 2002 onwards.

The Board also considered the on-going requirements of the Department of Health and Children to monitor the attrition rates from pre-registration nursing programmes. The required information and statistics can only be obtained from the Candidate Register.
Auditor’s Report and Financial Statements for the Year 2002

Published in Accordance with Section 21 of the Nurses Act, 1985
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Auditor’s Certificate to An Bord Altranais

Introduction:
I have audited the financial statements on pages 30 to 36.

Respective Responsibilities:
The Board is responsible under section 21 of the Nurses Act, 1985, for the keeping of proper books of accounts and the preparation of the financial statements.
It is my responsibility, as auditor to form an independent opinion, based on my audit, on those statements and to report that opinion.

Basis of Opinion:
I conducted my audit in accordance with approved auditing standards. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. I planned and performed my audit so as to obtain all the information and explanations which I considered necessary to provide sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement.

Opinion
In my opinion the financial statements give a true and fair view of the state of the Board’s affairs at 31st December 2002 and of its income and expenditure and cashflow for the year ended on that date.
I have obtained all the information and explanations which I considered necessary for the purposes of my audit. In my opinion, proper books of accounts have been kept by the Board and the financial statements are in agreement therewith.

Anne (N) Brennan,
Local Government Auditor
13th October 2003.
### Income Account

For the year ended 31st December 2002

<table>
<thead>
<tr>
<th>Income</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Retention Fee</td>
<td>€2,706,018</td>
<td>€2,696,284</td>
</tr>
<tr>
<td>Registration Fee</td>
<td>€877,582</td>
<td>€796,569</td>
</tr>
<tr>
<td>Verification Fee</td>
<td>€29,004</td>
<td>€24,018</td>
</tr>
<tr>
<td>Candidate Register Fee</td>
<td>€-</td>
<td>€18,935</td>
</tr>
<tr>
<td>Examination Fee</td>
<td>€4,853</td>
<td>€55,849</td>
</tr>
<tr>
<td>Courses and Conferences</td>
<td>€-</td>
<td>€20,697</td>
</tr>
<tr>
<td>Nursing Careers Centre</td>
<td>€707,000</td>
<td>€746,087</td>
</tr>
<tr>
<td>Library and Publications</td>
<td>€10,567</td>
<td>€9,656</td>
</tr>
<tr>
<td>Superannuation Contributions Note 4</td>
<td>€83,614</td>
<td>€113,381</td>
</tr>
<tr>
<td>Other Income</td>
<td>€225,885</td>
<td>€42,351</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td>€4,644,333</td>
<td>€4,523,827</td>
</tr>
</tbody>
</table>

### Expenditure Account

<table>
<thead>
<tr>
<th>Expenditure</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accommodation Costs Schedule 1</td>
<td>€134,401</td>
<td>€98,730</td>
</tr>
<tr>
<td>Staff Costs Note 5</td>
<td>€1,716,817</td>
<td>€1,702,552</td>
</tr>
<tr>
<td>Other Administration Costs Schedule 2</td>
<td>€852,514</td>
<td>€782,781</td>
</tr>
<tr>
<td>Examinations</td>
<td>€8,042</td>
<td>€43,961</td>
</tr>
<tr>
<td>Courses and Conferences</td>
<td>€11,322</td>
<td>€15,551</td>
</tr>
<tr>
<td>Fitness to Practise</td>
<td>€336,846</td>
<td>€161,768</td>
</tr>
<tr>
<td>Library</td>
<td>€69,031</td>
<td>€39,690</td>
</tr>
<tr>
<td>Newsletter</td>
<td>€189,277</td>
<td>€167,062</td>
</tr>
<tr>
<td>Research Scholarships</td>
<td>€28,933</td>
<td>€15,582</td>
</tr>
<tr>
<td>Doctoral Scholarships</td>
<td>€41</td>
<td>€26,664</td>
</tr>
<tr>
<td>Cross-Border Scholarships (5,221)</td>
<td>€7,669</td>
<td>€-</td>
</tr>
<tr>
<td>Distance Learning</td>
<td>€275,605</td>
<td>€71,611</td>
</tr>
<tr>
<td>Projects Schedule 3</td>
<td>€534,064</td>
<td>€453,696</td>
</tr>
<tr>
<td>Nursing Careers Centre Schedule 4</td>
<td>€85,017</td>
<td>€-</td>
</tr>
<tr>
<td>Election</td>
<td>€10,362</td>
<td>€-</td>
</tr>
<tr>
<td>Depreciation</td>
<td>€344,698</td>
<td>€173,718</td>
</tr>
<tr>
<td><strong>Total Expenditure</strong></td>
<td>€4,599,418</td>
<td>€3,734,366</td>
</tr>
</tbody>
</table>

### Surplus / (Deficit) on Ordinary Activities

<table>
<thead>
<tr>
<th>Surplus / (Deficit) on Ordinary Activities</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>€44,915</td>
<td>€789,461</td>
</tr>
</tbody>
</table>

### STATEMENT OF MOVEMENT IN ACCUMULATED RESERVES

<table>
<thead>
<tr>
<th>STATEMENT OF MOVEMENT IN ACCUMULATED RESERVES</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>At 1 January</td>
<td>€1,172,955</td>
<td>€383,494</td>
</tr>
<tr>
<td>Surplus / (Deficit) for the Year</td>
<td>€44,915</td>
<td>€789,461</td>
</tr>
<tr>
<td>At 31 December</td>
<td>€1,217,870</td>
<td>€1,172,955</td>
</tr>
</tbody>
</table>

Aine Enright  
Vice President

Eugene Donoghue  
Chief Executive Officer

The accompanying notes are an integral part of these accounts.
### Balance Sheet

**At 31st December 2002**

<table>
<thead>
<tr>
<th></th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fixed Assets</strong></td>
<td>€</td>
<td>€</td>
</tr>
<tr>
<td>Note 1</td>
<td>4,344,605</td>
<td>4,597,259</td>
</tr>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash at Bank and in Hand</td>
<td>1,479,516</td>
<td>323,162</td>
</tr>
<tr>
<td>Debtors and Prepayments</td>
<td>125,023</td>
<td>171,614</td>
</tr>
<tr>
<td>Stock</td>
<td>810</td>
<td>8,863</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>1,605,349</td>
<td>503,639</td>
</tr>
<tr>
<td><strong>Current Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amounts falling due within one year</td>
<td>(1,492,995)</td>
<td>(613,030)</td>
</tr>
<tr>
<td><strong>Net Current Assets / (Liabilities)</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>112,354</td>
<td>(109,391)</td>
</tr>
<tr>
<td><strong>Non-Current Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amounts falling due after one year</td>
<td>(75,826)</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>4,456,959</td>
<td>4,412,042</td>
</tr>
<tr>
<td><strong>Represented By</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accumulated Fund</td>
<td>1,217,870</td>
<td>1,172,955</td>
</tr>
<tr>
<td>Revaluation Reserve</td>
<td>3,061,953</td>
<td>3,061,953</td>
</tr>
<tr>
<td>General Reserve</td>
<td>177,134</td>
<td>177,134</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>4,456,957</td>
<td>4,412,042</td>
</tr>
</tbody>
</table>

Aine Enright  
Vice President  
The accompanying notes are an integral part of these accounts

Eugene Donoghue  
Chief Executive Officer
### Cash Flow Statement

For the year ended 31st December 2002

#### Net Cash Inflow / (Outflow) from Ordinary Activities

<table>
<thead>
<tr>
<th>Year</th>
<th>€</th>
</tr>
</thead>
<tbody>
<tr>
<td>2002</td>
<td>1,258,761</td>
</tr>
<tr>
<td>2001</td>
<td>630,828</td>
</tr>
</tbody>
</table>

#### Investing Activities

<table>
<thead>
<tr>
<th>Description</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payments to acquire fixed assets</td>
<td>(102,407)</td>
<td>(140,513)</td>
</tr>
<tr>
<td><strong>Net Cash (Outflow)/Inflow</strong></td>
<td>1,156,354</td>
<td>490,315</td>
</tr>
</tbody>
</table>

#### Decrease / (Increase) in Cash & Equivalents

<table>
<thead>
<tr>
<th>Year</th>
<th>€</th>
</tr>
</thead>
<tbody>
<tr>
<td>2002</td>
<td>1,156,354</td>
</tr>
<tr>
<td>2001</td>
<td>490,315</td>
</tr>
</tbody>
</table>

### NOTES TO CASH FLOW STATEMENT

1. Reconciliation of Operating Surplus to Net Cash Inflow

<table>
<thead>
<tr>
<th>Description</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating Surplus/(Deficit)</td>
<td>44,915</td>
<td>789,461</td>
</tr>
<tr>
<td>Depreciation Charge</td>
<td>344,698</td>
<td>173,718</td>
</tr>
<tr>
<td>(Increase) / Decrease in Stocks</td>
<td>8,053</td>
<td>8,734</td>
</tr>
<tr>
<td>Loss on Disposal of Fixed Assets</td>
<td>10,362</td>
<td>-</td>
</tr>
<tr>
<td>(Increase) / Decrease in Debtors</td>
<td>46,591</td>
<td>71,369</td>
</tr>
<tr>
<td>Increase / (Decrease) in Creditors</td>
<td>804,142</td>
<td>(412,454)</td>
</tr>
<tr>
<td><strong>Net Cash (Outflow) / Inflow</strong></td>
<td>1,258,761</td>
<td>630,828</td>
</tr>
</tbody>
</table>

2. Analysis of Changes in Cash and Cash Equivalents During Year

<table>
<thead>
<tr>
<th>Description</th>
<th>31 Dec 2002</th>
<th>1 Jan 2002</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balances at 1st January</td>
<td>323,162</td>
<td>(167,153)</td>
<td></td>
</tr>
<tr>
<td>Net Cash (Outflow) / Inflow</td>
<td>1,156,354</td>
<td>490,315</td>
<td></td>
</tr>
<tr>
<td>Balance at 31 December</td>
<td>1,479,516</td>
<td>323,162</td>
<td>1,156,354</td>
</tr>
</tbody>
</table>

3. Analysis of Cash and Cash Equivalents Shown in Balance Sheet

<table>
<thead>
<tr>
<th>Description</th>
<th>31 Dec 2002</th>
<th>1 Jan 2002</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash at Bank and In Hand</td>
<td>1,479,516</td>
<td>323,162</td>
<td>1,156,354</td>
</tr>
<tr>
<td>Bank Overdraft</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>1,479,516</td>
<td>323,162</td>
<td>1,156,354</td>
</tr>
</tbody>
</table>

Aine Enright  
Vice President  
The accompanying notes are an integral part of these accounts  
Eugene Donoghue  
Chief Executive Officer
1. Accounting Convention

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

2. Fixed Assets - 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.

<table>
<thead>
<tr>
<th>Asset Type</th>
<th>Depreciation Method</th>
</tr>
</thead>
<tbody>
<tr>
<td>Freehold Premises</td>
<td>Straight line over 50 years</td>
</tr>
<tr>
<td>Freehold Land</td>
<td>No Depreciation</td>
</tr>
<tr>
<td>Equipment and Fittings</td>
<td>10% Straight line</td>
</tr>
<tr>
<td>Computer Equipment</td>
<td>25% Straight line</td>
</tr>
<tr>
<td>Computer Software</td>
<td>10% Straight line</td>
</tr>
<tr>
<td>Telephone Equipment</td>
<td>10% Straight line</td>
</tr>
</tbody>
</table>

During 1999 the Board’s premises at 31/32 Fitzwilliam Square was revalued by The Valuation Office in accordance with Financial Reporting Standard 15. The Valuation Office considered the open market value of the property at that time to be €4,126,650. A Revaluation Reserve was created to reflect the revalued amount less the net book value of the property at the date of revaluation.

In order to give a true and fair view of the value of the premises in its entirety, a decision was taken during 1999 to apportion €2,063,325 as Freehold Building and €2,063,325 as Freehold Land.

3. Leased Assets

Fixed assets which are financed by way of financial leases are capitalised in accordance with Statement of Standard Accounting Practice 21. Depreciation of these assets is calculated so as to write off the cost of the assets over the period of the lease.

4. Stock

This consists of badges stock and is valued at cost.

5. Library

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

6. Fees Receivable

All Income / Fees receivable are accounted for as they are received.
1. Fixed Assets

(a) Total Fixed Assets

<table>
<thead>
<tr>
<th></th>
<th>Premises</th>
<th>Equipment &amp; Fittings</th>
<th>Computer Software</th>
<th>Computer Equipment</th>
<th>Telephone Equipment</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost or Valuation</td>
<td>€</td>
<td>€</td>
<td>€</td>
<td>€</td>
<td>€</td>
<td>€</td>
</tr>
<tr>
<td>At 1 January 2002</td>
<td>4,311,127</td>
<td>530,243</td>
<td>249,625</td>
<td>385,138</td>
<td>59,005</td>
<td>5,535,138</td>
</tr>
<tr>
<td>Additions</td>
<td>-</td>
<td>63,194</td>
<td>9,220</td>
<td>28,779</td>
<td>1,214</td>
<td>102,407</td>
</tr>
<tr>
<td>Disposals</td>
<td>-</td>
<td>(10,901)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>(10,901)</td>
</tr>
<tr>
<td>At 31 December 2002</td>
<td>4,311,127</td>
<td>582,536</td>
<td>258,845</td>
<td>413,917</td>
<td>60,219</td>
<td>5,626,644</td>
</tr>
</tbody>
</table>

Accumulated Depreciation

|                      | €        | €                    | €                 | €                  | €                   | €       |
| At 1 January 2002    | 310,519  | 236,752              | 64,504            | 318,566            | 7,538               | 937,879 |
| Charge for Year      | 44,956   | 216,576              | 25,754            | 51,481             | 5,931               | 344,698 |
| Depreciation on Disposals | -    | (538)                | -                 | -                  | -                   | (538)       |
| At 31 December 2002  | 355,475  | 452,790              | 90,258            | 370,047            | 13,469              | 1,282,039|

Net Book Value at 31/12/02  
3,955,652  129,746  168,587  43,870  46,750  4,344,605

Net Book Value at 31/12/01  
4,000,608  293,491  185,121  66,572  51,467  4,597,259

The depreciation policy for Equipment and Fittings was changed from 2.5% reducing balance to 10% Straight Line in 2002 which resulted in a once off depreciation charge of €209,439 in the 2002 Income and Expenditure Account.

2. Creditors

(a) Amounts falling due within one year

<table>
<thead>
<tr>
<th></th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade Creditors and Accruals</td>
<td>729,588</td>
<td>473,512</td>
</tr>
<tr>
<td>Bank of Ireland Mortgage</td>
<td>72,461</td>
<td>81,056</td>
</tr>
<tr>
<td>Fees Received in Advance</td>
<td>690,946</td>
<td>58,462</td>
</tr>
<tr>
<td></td>
<td>1,492,995</td>
<td>613,030</td>
</tr>
</tbody>
</table>

(b) Amounts falling due after one year

<table>
<thead>
<tr>
<th></th>
<th></th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bank of Ireland Mortgage</td>
<td>0</td>
<td>75,826</td>
</tr>
<tr>
<td></td>
<td>0</td>
<td>75,826</td>
</tr>
</tbody>
</table>
3. Bank Borrowings
An Bord’s bankers hold the title documents to its premises at 31/32 Fitzwilliam Square as security for its borrowings.

4. Superannuation Contributions
Permanent staff of An Bord Altranais are members of the Local Government Superannuation Scheme. Contributions are deducted from salaries at the rate of 5% in respect of Pensions and 1.5% in respect of Spouses and Orphans Scheme. Pensionable staff appointed after 6th April 1995 are liable to pay Class A rates of PRSI and superannuation contributions of 1.5% of pensionable remuneration plus 3.5% of net pensionable remuneration. Contributions are treated as income in the year of deduction. Superannuation Contributions include €25,681 (2001 - €54,913) from previous employers of four pensioners, relating to periods of service with these employers.

5. Staff Costs
Staff costs include €162,548 (2001 - €235,166) paid as retirement pensions and lump sums to former staff members.

6. Nursing Careers Centre
The Department of Health & Children have assigned responsibility for the recruitment and selection of candidates for entry to nurse training to An Bord Altranais who established the Nursing Careers Centre to manage the process.

7. Prompt Payment of Accounts
An Bord Altranais is covered by the Prompt Payment of Accounts Act, 1997. The Act requires the Board to pay for goods and services by the prescribed payment date and if it fails to do so, pay an interest penalty. There is also a requirement to include details of payment practices in the Board’s Annual Report. During 2002, An Bord Altranais complied in all material respects with the provisions of the Act.

8. Material disclosure
It was not possible to quantify the legal fees arising from the November 2002 judicial review proceedings at the time of the publication of the accounts. This contingent liability is being disclosed in accordance with accounting practice.
## Schedules to Accounts

For the year ended 31st December 2002

<table>
<thead>
<tr>
<th>Schedule</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1. Accommodation</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mortgage Interest</td>
<td>€4,708</td>
<td>€10,313</td>
</tr>
<tr>
<td>Cleaning</td>
<td>€25,273</td>
<td>€17,982</td>
</tr>
<tr>
<td>Insurance</td>
<td>€15,700</td>
<td>€9,613</td>
</tr>
<tr>
<td>Light and Heat</td>
<td>€16,603</td>
<td>€13,352</td>
</tr>
<tr>
<td>Repairs and Maintenance</td>
<td>€72,117</td>
<td>€47,470</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>€134,401</strong></td>
<td><strong>€98,730</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Schedule</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2. Other Administration Costs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Travel and Subsistence</td>
<td>€155,517</td>
<td>€150,786</td>
</tr>
<tr>
<td>Telephone</td>
<td>€36,532</td>
<td>€54,343</td>
</tr>
<tr>
<td>Postage</td>
<td>€140,644</td>
<td>€134,855</td>
</tr>
<tr>
<td>Printing and Stationery</td>
<td>€217,099</td>
<td>€153,404</td>
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<td>Staff Training and Recruitment</td>
<td>€73,515</td>
<td>€98,240</td>
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<td>Professional Fees</td>
<td>€75,322</td>
<td>€33,482</td>
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<td>Legal Fees</td>
<td>€15,193</td>
<td>€31,636</td>
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<td>Bank Interest and Charges</td>
<td>€22,898</td>
<td>€37,183</td>
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<tr>
<td>Computer</td>
<td>€92,713</td>
<td>€60,049</td>
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<td>Miscellaneous</td>
<td>€23,081</td>
<td>€28,803</td>
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<td><strong>Total</strong></td>
<td><strong>€852,514</strong></td>
<td><strong>€782,781</strong></td>
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<tr>
<th>Schedule</th>
<th>2002</th>
<th>2001</th>
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<tbody>
<tr>
<td><strong>3. Projects</strong></td>
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<tr>
<td>Scope of Practice Project</td>
<td>€1,410</td>
<td>€3,984</td>
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<td>Nurse Prescribing Project</td>
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<td>€3,305</td>
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<td>Clinical Learning Environment Guidelines</td>
<td>€23,279</td>
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<tr>
<td>Assessment of Competencies Project</td>
<td>€32,902</td>
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<tr>
<td>5 Point of Entry Project</td>
<td>€60,991</td>
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<tr>
<td>Record Keeping Guidelines Project</td>
<td>€10,599</td>
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<tr>
<td>Other Projects</td>
<td>€9,796</td>
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<tr>
<td>All Ireland Research Fellowships</td>
<td>(€917)</td>
<td>€64,322</td>
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<td><strong>Total</strong></td>
<td><strong>€275,605</strong></td>
<td><strong>€71,611</strong></td>
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<table>
<thead>
<tr>
<th>Schedule</th>
<th>2002</th>
<th>2001</th>
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</thead>
<tbody>
<tr>
<td><strong>4. Nursing Careers Centre</strong></td>
<td></td>
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<tr>
<td>Recruitment Expenses</td>
<td>€483,094</td>
<td>€434,696</td>
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<tr>
<td>Local Appointments Commission</td>
<td>€50,970</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>€534,064</strong></td>
<td><strong>€434,696</strong></td>
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</table>
Appendices to Report for the Year 2002
Published in Accordance with Section 21 of the Nurses Act, 1985
An Bord Altranais

Board Members

Elected Members

2002-2007

An Bord Altranais Annual Report 2002

Appendix One

Ms Anne Carrigy
Director of Nursing
Mater Misericordiae University Hospital Limited
Dublin 7

President

Administration - General Nursing

Ms Anna Plunkett
DIRECTOR OF NURSING
St. Mary’s, Drumcar, Co. Louth

Chair – Fitness to Practise Committee

Administration - Mental Handicap

Ms Gonne Barry
PUBLIC HEALTH NURSE
Northern Area Health Board
Cabra, Dublin 7

Clinical Practice - Public Health

Ms Aine Enright
CLINICAL NURSE MANAGER
Cheeverstown House Limited
Dublin 6W

Vice President

Clinical Practice - Mental Handicap

Mr Kenneth Brennan
NURSE TUTOR
St. Ita’s Hospital
Portrane, Co. Dublin

Training – Psychiatric Nursing

Mr John Byrne
STAFF NURSE
St. Canice’s Hospital
Kilkenny

Clinical Practice – Psychiatric Nursing

Ms Mary Durkin
CLINICAL NURSE MANAGER
Sligo General Hospital
Sligo

Clinical Practice – General Nursing

Mr Seamus Hoye
CLINICAL NURSE MANAGER / CLINICAL NURSE SPECIALIST
St. Loman’s Hospital, Mullingar,
Co. Westmeath

Clinical Practice – Psychiatric Nursing

Ms Eileen Kelly
NURSE TUTOR
Cork University Hospital
Cork

Training – General Nursing

Ms Maureen Kington
STAFF MIDWIFE
Our Lady of Lourdes Hospital
Drogheda, Co. Louth

Clinical Practice – Midwifery

Ms Veronica Kow
NURSE TUTOR
Our Lady’s Hospital for Sick Children
Crumlin, Dublin 12

Training – Paediatric Nursing

Ms Cathryn Lee
STAFF NURSE
University College Hospital
Newcastle Road, Galway

Clinical Practice – General Nursing

Ms Catherine McTiernan
ASSISTANT DIRECTOR OF NURSING
St. Ita’s Hospital
Portrane, Co. Dublin

Administration – Psychiatric Nursing

Ms Orla O’Reilly
NURSE TUTOR
St. Joseph’s Hospital
Crumlin, Dublin 15

Training – Mental Handicap Nursing

Ms. Sheila Sugrue
PRINCIPAL MIDWIFE TUTOR
Coombe Women’s Hospital,
Dublin 8

Training - Midwifery

Ms Pauline Treanor
DIRECTOR OF MIDWIFERY
Rotunda Hospital
Dublin 1

Administration – Midwifery

Ms Eileen Weir
DIRECTOR OF PUBLIC HEALTH NURSING
East Coast Area Health Board
Dun Laoghaire, Co. Dublin

Administration – Public Health Nursing
<table>
<thead>
<tr>
<th><strong>Members Appointed 2002-2007</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Dr William Blunnie</strong></td>
</tr>
<tr>
<td>CONSULTANT ANAESTHETIST</td>
</tr>
<tr>
<td>Mater Misericordiae University</td>
</tr>
<tr>
<td>Hospital Limited, Dublin 7</td>
</tr>
<tr>
<td>Registered Medical Practitioner – General Nurse Training Hospital</td>
</tr>
<tr>
<td><strong>Dr Robert Burns</strong></td>
</tr>
<tr>
<td>CONSULTANT PSYCHIATRIST</td>
</tr>
<tr>
<td>St. Stephen’s Hospital</td>
</tr>
<tr>
<td>Glanmire, Cork</td>
</tr>
<tr>
<td>Registered Medical Practitioner – Psychiatric Nurse Training Hospital</td>
</tr>
<tr>
<td><strong>Dr Cathy Casey</strong></td>
</tr>
<tr>
<td>CONSULTANT GYNAECOLOGIST</td>
</tr>
<tr>
<td>Percy Square Limerick</td>
</tr>
<tr>
<td>Registered Medical Practitioner – Midwifery Training Hospital</td>
</tr>
<tr>
<td><strong>Mr Kieran Feely</strong></td>
</tr>
<tr>
<td>PRINCIPAL OFFICER</td>
</tr>
<tr>
<td>Nursing Policy Division</td>
</tr>
<tr>
<td>Department of Health &amp; Children</td>
</tr>
<tr>
<td>Dublin 2</td>
</tr>
<tr>
<td>Department of Health &amp; Children Representative</td>
</tr>
<tr>
<td><strong>Cllr Deirdre Forde</strong></td>
</tr>
<tr>
<td>COUNTY COUNCILLOR</td>
</tr>
<tr>
<td>12 Lislee Road</td>
</tr>
<tr>
<td>Maryborough Hill, Cork</td>
</tr>
<tr>
<td>General Public Interest</td>
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<tr>
<td>Representative</td>
</tr>
<tr>
<td><strong>Mr Tim Kennelly</strong></td>
</tr>
<tr>
<td>CHIEF EXECUTIVE</td>
</tr>
<tr>
<td>St. John’s Hospital</td>
</tr>
<tr>
<td>St. John’s Square, Limerick</td>
</tr>
<tr>
<td>Non-Health Board Hospital</td>
</tr>
<tr>
<td>Representative</td>
</tr>
<tr>
<td><strong>Ms Bernadette Macken</strong></td>
</tr>
<tr>
<td>Ballinlough</td>
</tr>
<tr>
<td>Knockbridge</td>
</tr>
<tr>
<td>Dundalk, Co. Louth</td>
</tr>
<tr>
<td>General Public Interest</td>
</tr>
<tr>
<td>Representative</td>
</tr>
<tr>
<td><strong>Mr Con McCarthy</strong></td>
</tr>
<tr>
<td>PSYCHIATRIC NURSE</td>
</tr>
<tr>
<td>Knopogue, Bandon, Co. Cork</td>
</tr>
<tr>
<td>Appointed Nurse</td>
</tr>
<tr>
<td><strong>Ms Mary McCarthy</strong></td>
</tr>
<tr>
<td>CHIEF NURSING OFFICER</td>
</tr>
<tr>
<td>Nursing Policy Division</td>
</tr>
<tr>
<td>Department of Health &amp; Children</td>
</tr>
<tr>
<td>Dublin 2</td>
</tr>
<tr>
<td>Department of Health &amp; Children Representative</td>
</tr>
<tr>
<td><strong>Ms Mary Murphy</strong></td>
</tr>
<tr>
<td>HEAD OF NURSING AND MIDWIFERY</td>
</tr>
<tr>
<td>University College Hospital</td>
</tr>
<tr>
<td>Galway</td>
</tr>
<tr>
<td>Representative of Third Level Education Establishments involved in the education and training of nurses</td>
</tr>
<tr>
<td><strong>Ms Sheila O’Malley</strong></td>
</tr>
<tr>
<td>DIRECTOR OF NURSING AND MIDWIFERY</td>
</tr>
<tr>
<td>Eastern Regional Health</td>
</tr>
<tr>
<td>Authority</td>
</tr>
<tr>
<td>Mill Lane, Palmerstown, Dublin 20</td>
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<tr>
<td>Health Board Representative</td>
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<tr>
<td><strong>Ms Mary Ita Walsh</strong></td>
</tr>
<tr>
<td>Coolgrange, Dunningstown Road,</td>
</tr>
<tr>
<td>Kilkenny</td>
</tr>
<tr>
<td>Representative from Field of Education</td>
</tr>
</tbody>
</table>

An Bord Altranais Annual Report 2002
An Bord Altranais has formed seven committees of the Board under Section 13 of the Nurses Act, 1985.

- Fitness to Practise Committee,
- Education and Training Committee,
- Finance and General Purpose Committee,
- Midwifery Committee,
- Ethics Committee,
- Medication Management Committee,
- Registration Appeals Committee,

Fitness to Practise Committee

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.

Committee Members

Ms. Anna Plunkett - Chairperson
Ms. Pauline Treanor
Dr. Robert Burns
Cllr. Deirdre Forde
Mr. John F. Byrne
Mr. Seamus Hoye
Ms. Veronica Kow
Ms. Eileen Kelly
Ms. Bernadette Mackin
Ms. Sheila O’Malley
Ms. Catherine McTiernan
Ms. Eileen Weir
Ms. Mary Durkin
Ms. Maureen Kington

Education and Training Committee

The Board embraced and welcomed the concept of third-level education for pre-registration nursing students, which commenced as a Registration/Degree programme in October 2002. The Board is vital to the success of this new development in ensuring that requirements and standards and thus a quality framework for nurse and midwifery education are met. A structure to support such an initiative was required to reflect this changed philosophy and environment. During 2002 An Bord Altranais decided to revise the membership of the Education and Training Committee to provide for this changed educational milieu.

This educational structure supports the quality initiative to guide the professional academic interface for the long-term.

Revised 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’ positions appointed by the Minister for Health and Children to An Bord Altranais.
  - The 4 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 of Education.
  - 1 member appointed to represent the Directors Nursing and Midwifery Planning and Development Units.
  - The quorum for the Committee shall be 8.
  - The committee shall meet at least four times a year.

The Terms of Reference of the Education and Training Committee are to:

- Establish the professional standards and requirements of education for nurse and midwifery education.
- Provide an approval process to determine that third level institutions and health care institutions meet the standards and requirements 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 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 related to educational issues and support continuing professional development of nursing and midwifery through publications, seminars and conferences

• Provide a quality assurance approach in partnership with service providers.

Committee Members
Ms. Anne Carrigy - Chairperson
Ms. Aine Enright
Ms. Mary McCarthy
Ms. Veronica Kow
Mr. Ken Brennan
Ms. Orla O’Reilly
Ms. Mary Ita Walsh
Ms. Cathryn Lee
Ms. Gonne Barry
Ms. Kathy Murphy
Ms. Bernadette Mackin
Cllr. Deirdre Forde
Ms. Sheila Sugrue
Dr. Kate Sweeney
Mr. Colum Bracken
Dr. Marie Canney
Ms. Eileen Savage

Finance and General Purposes Committee

The Finance and General Purposes Committee has the following 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 internal Audit function of the Board in accordance with the Code of Practice for the Governance of State Bodies;

• Oversee the application of the Freedom of Information legislation in An Bord Altranais;

• Oversee the operation of the Nursing Careers Centre.

Committee Members
Ms. Anne Carrigy
Ms. Aine Enright
Mr. Kieran Feely
Mr. Tim Kennelly
Dr. Cathy Casey
Ms. Cathryn Lee
Ms. Mary Durkin
Mr. Con McCarthy
Cllr. Deirdre Forde
Ms. Bernadette Mackin
Mr. Seamus Hoye
Ms. Sheila O’Malley
Mr. John F. Byrne

Midwifery Committee

Committee Members
Ms. Anne Carrigy
Ms. Pauline Treanor
Ms. Sheila Sugrue
Ms. Maureen Kington
Ms. Bernadette Mackin
Ms. Patricia Larkin
Ms. Rhona O’Connell
Ms. Mary Cronin
Ethics Committee

The Board has as a function to give guidance to the nursing profession on matters relating to ethical conduct and behaviour. Guidance to the profession enables the articulation of expected standards and a general understanding of the achievement of these standards. During 2002 the Board agreed to set up a separate committee to be known as the Ethics Committee. The Ethics Committee will be charged with identifying needs and developing evidence-based guidelines for ethical conduct and behaviour for professional standards. Monitoring and review of guidelines previously issued will occur within specified timeframes as identified by this committee. The Ethics Committee will also be charged with giving explanations especially where guidance related to ethical conduct and behaviour is required.

Membership of the Ethics Committees

The Ethics Committee shall be a separate committee of the Board.

Membership of the Ethics Committee shall not exceed 11 and shall be determined by the Board at its first meeting. 2 expert members to be appointed and the Ethics committee shall include representation of the public interest.

The Terms of Reference for the Ethics Committee are:

- Identify needs and develop evidence-based guidelines for ethical conduct and behaviour for professional standards;
- Monitor and review of guidelines previously issued will occur within specified timeframes as identified by this committee;
- Give guidance on issues presented to the Board for direction.

Committee Members

Ms. Anne Carrigy
Ms. Aine Enright
Ms. Anna Plunkett
Ms. Bernadette Mackin
Cllr. Deirdre Forde
Mr. John F. Byrne
Ms. Mary Durkin
Ms. Eileen Kelly
Ms. Sheila O’Malley
Professor Ann Scott
Dr. Therese Meehan

Registration Appeals Committee

The terms of reference for the Registration Appeals Committee are as follows:

- 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, 1988.
- To determine outcomes of appeals in accordance with Board policy.

Committee Members

Ms. Anne Carrigy
Ms. Aine Enright
Ms. Anna Plunkett
Mr. Seamus Hoye
Representation on External Committees

Benzodiazepine Group Department of Health and Children
Representative: J. Byrne

Board of Faculty of Nursing and Midwifery, RCSI
Representative: A. M. Ryan

Consultative Forum on National Health Strategy
Representative: S. O’Malley

Irish Health Services Accreditation Board
Representative: A. M. Ryan

Implementation of Recommendations of The Commission on Nursing: Monitoring Committee
Representative: E. Donoghue

Irish Heart Foundation Council on Stroke
Representative: M. Durkin

National Council for the Professional Development of Nursing and Midwifery
Representative: A. Carrigy and E. Kelly

National Implementation Committee
Representative: S. O’Malley and A. M. Ryan

National Midwifery Advisory Forum
Representative: U. Byrne

Nursing & Midwifery Research Committee
Representative: A. M. Ryan

Nursing and Midwifery in the Community Consultative Forum
Representative: A. M. Ryan and M. McCarthy

Steering Committee for Nursing and Midwifery Resource
Representative: A. M. Ryan

Structure and Organisation of Prison Health Care Services Review Group
Representative: C. McTiernan
Appendix Five

Higher Education Institutions Approved
AT 31st DECEMBER 2002

Athlone Institute of Technology
University College Cork (NUI)
Dublin City University
Trinity College Dublin
University College Dublin (NUI)
Dundalk Institute of Technology
Galway-Mayo Institute of Technology
National University of Ireland Galway
Letterkenny Institute of Technology
University of Limerick
St. Angela's College, Sligo
Institute of Technology, Tralee
Waterford Institute of Technology

General
Adelaide & Meath Hospital incorporating the National Children's Hospital, Tallaght Dublin
Beaumont Hospital, Dublin
Bon Secours Hospital, Cork
Cork University Hospital
Cork Voluntary Hospitals
James Connolly Memorial Hospital, Dublin
Letterkenny General Hospital
Limerick School of Nursing
Mater Misericordiae University Hospital, Dublin
Our Lady of Lourdes Hospital, Drogheda
Portiuncula Hospital, Ballinasloe
St James's Hospital, Dublin
St Michael's Hospital, Dun Laoghaire (Registration/Diploma in Nursing)
St Vincent's University Hospital, Elm Park, Dublin
Sligo General Hospital
Tralee General Hospital
Tullamore General Hospital
University College Hospital, Galway
Waterford Regional Hospital

Sick Children's
Adelaide & Meath Hospital incorporating the National Children's Hospital, Tallaght Dublin
Our Lady's Hospital for Sick Children, Dublin
The Children's Hospital, Dublin

St. Anne's, Moore Abbey, Monasterevin
St. Ita's, Portrane
St Joseph's, Clonsilla, Dublin
St. Mary's, Drumcar
St. Vincent's Centre, Lisnagry
Stewart's Hospital, Dublin

Psychiatric
Eastern Health Board Central School of Psychiatric Nursing, Dublin
Midwestern Health Board Regional School of Psychiatric Nursing, Limerick
North Eastern Health Board Regional School of Psychiatric Nursing, Monaghan
North Western Health Board Regional School of Psychiatric Nursing, Letterkenny
St John of God Hospital, Dublin
St Patrick's Hospital, Dublin
St Vincent's Hospital, Fairview, Dublin
South Eastern Health Board Regional School of Psychiatric Nursing, Waterford
Southern Health Board Regional School of Psychiatric Nursing, Cork
Western Health Board Regional School of Psychiatric Nursing, Galway

Midwifery
Coombe Women's Hospital, Dublin
National Maternity Hospital, Dublin
Our Lady of Lourdes Hospital, Drogheda
Rotunda Hospital, Dublin
St Munchin's Regional Maternity Hospital, Limerick
Southern Health Board School of Midwifery, Cork
University College Hospital, Galway

Associated Healthcare institutions for Schools of Nursing/Midwifery Approved
AT 31st DECEMBER 2002

Cope Foundation, Cork
Cregg House, Sligo
St. Anne's, Moore Abbey, Monasterevin
St. Ita's, Portrane
St Joseph's, Clonsilla, Dublin
St. Mary's, Drumcar
St. Vincent's Centre, Lisnagry
Stewart's Hospital, Dublin
Eastern Health Board Central School of Psychiatric Nursing, Dublin
Midwestern Health Board Regional School of Psychiatric Nursing, Limerick
North Eastern Health Board Regional School of Psychiatric Nursing, Monaghan
North Western Health Board Regional School of Psychiatric Nursing, Letterkenny
St John of God Hospital, Dublin
St Patrick's Hospital, Dublin
St Vincent's Hospital, Fairview, Dublin
South Eastern Health Board Regional School of Psychiatric Nursing, Waterford
Southern Health Board Regional School of Psychiatric Nursing, Cork
Western Health Board Regional School of Psychiatric Nursing, Galway
Coombe Women's Hospital, Dublin
National Maternity Hospital, Dublin
Our Lady of Lourdes Hospital, Drogheda
Rotunda Hospital, Dublin
St Munchin's Regional Maternity Hospital, Limerick
Southern Health Board School of Midwifery, Cork
University College Hospital, Galway

Appendix Five

General
Adelaide & Meath Hospital incorporating the National Children's Hospital, Tallaght Dublin
Beaumont Hospital, Dublin
Bon Secours Hospital, Cork
Cork University Hospital
Cork Voluntary Hospitals
James Connolly Memorial Hospital, Dublin
Letterkenny General Hospital
Limerick School of Nursing
Mater Misericordiae University Hospital, Dublin
Our Lady of Lourdes Hospital, Drogheda
Portiuncula Hospital, Ballinasloe
St James's Hospital, Dublin
St Michael's Hospital, Dun Laoghaire (Registration/Diploma in Nursing)
St Vincent's University Hospital, Elm Park, Dublin
Sligo General Hospital
Tralee General Hospital
Tullamore General Hospital
University College Hospital, Galway
Waterford Regional Hospital

Sick Children's
Adelaide & Meath Hospital incorporating the National Children's Hospital, Tallaght Dublin
Our Lady's Hospital for Sick Children, Dublin
The Children's Hospital, Dublin

St. Anne's, Moore Abbey, Monasterevin
St. Ita's, Portrane
St Joseph's, Clonsilla, Dublin
St. Mary's, Drumcar
St. Vincent's Centre, Lisnagry
Stewart's Hospital, Dublin

Psychiatric
Eastern Health Board Central School of Psychiatric Nursing, Dublin
Midwestern Health Board Regional School of Psychiatric Nursing, Limerick
North Eastern Health Board Regional School of Psychiatric Nursing, Monaghan
North Western Health Board Regional School of Psychiatric Nursing, Letterkenny
St John of God Hospital, Dublin
St Patrick's Hospital, Dublin
St Vincent's Hospital, Fairview, Dublin
South Eastern Health Board Regional School of Psychiatric Nursing, Waterford
Southern Health Board Regional School of Psychiatric Nursing, Cork
Western Health Board Regional School of Psychiatric Nursing, Galway

Midwifery
Coombe Women's Hospital, Dublin
National Maternity Hospital, Dublin
Our Lady of Lourdes Hospital, Drogheda
Rotunda Hospital, Dublin
St Munchin's Regional Maternity Hospital, Limerick
Southern Health Board School of Midwifery, Cork
University College Hospital, Galway

Associated Healthcare institutions for Schools of Nursing/Midwifery Approved
AT 31st DECEMBER 2002

Cope Foundation, Cork
Cregg House, Sligo
St. Anne's, Moore Abbey, Monasterevin
St. Ita's, Portrane
St Joseph's, Clonsilla, Dublin
St. Mary's, Drumcar
St. Vincent's Centre, Lisnagry
Stewart's Hospital, Dublin
Eastern Health Board Central School of Psychiatric Nursing, Dublin
Midwestern Health Board Regional School of Psychiatric Nursing, Limerick
North Eastern Health Board Regional School of Psychiatric Nursing, Monaghan
North Western Health Board Regional School of Psychiatric Nursing, Letterkenny
St John of God Hospital, Dublin
St Patrick's Hospital, Dublin
St Vincent's Hospital, Fairview, Dublin
South Eastern Health Board Regional School of Psychiatric Nursing, Waterford
Southern Health Board Regional School of Psychiatric Nursing, Cork
Western Health Board Regional School of Psychiatric Nursing, Galway
Coombe Women's Hospital, Dublin
National Maternity Hospital, Dublin
Our Lady of Lourdes Hospital, Drogheda
Rotunda Hospital, Dublin
St Munchin's Regional Maternity Hospital, Limerick
Southern Health Board School of Midwifery, Cork
University College Hospital, Galway
Post-Registration Category II Courses

**Athlone Institute of Technology**
Bachelor of Arts in Health Care Management
Diploma in Gerontological Nursing

**Beaumont Hospital**
Accident and Emergency Nursing Course
Anaesthetic Nursing Course
Coronary Care Nursing Course
Diabetic Nursing Course
Infection Control Nursing Course
Intensive Care Nursing Course
Neurological/Neurosurgical Nursing Course
Operating Theatre Nursing Course
Renal Nursing Course

**Central Mental Hospital, Dublin**
Forensic Psychiatric Nursing Course

**Coombe Women’s Hospital, Dublin**
Special and Intensive Nursing Care of the Newborn Course

**Cregg House, Sligo**
Higher Diploma in Nursing Studies (Community Intellectual Disability Nursing)
Behaviour Modification Course

**Dublin City University**
MSc/Graduate Diploma in Nursing (Intellectual Disability, Ageing-Related Care)
MSc/Graduate Diploma in Nursing (Addictions and Substance-Related Difficulties)
MSc/Graduate Diploma in Nursing (Child and Adolescent Mental Health)
MSc/Graduate Diploma in Community Mental Health Nursing
MSc/Graduate Diploma in Acute Mental Health Nursing
Bachelor of Nursing Studies
Bachelor of Nursing Studies (Distance Education)

**Dublin Institute of Technology**
Diploma in Health Care Management

**Dundalk Institute of Technology**
National Diploma in Business Studies in Nursing Management

**Eastern Health Board Central School of Psychiatric Nursing, Dublin**
Child and Adolescent Psychiatric Nursing Course

**James Connolly Memorial Hospital, Dublin**
Gerontological Nursing Course (Modular)

**Letterkenny General Hospital**
Intensive Care Nursing Course

**Letterkenny Institute of Technology**
Diploma in Higher Education in Professional Development in Nursing

**Mater Misericordiae University Hospital, Dublin**
Accident and Emergency Nursing Course
Intensive Care Nursing Course
Operating Theatre Nursing Course

**National Maternity Hospital, Dublin**
Special and Intensive Nursing Care of the Newborn Course

**National Medical Rehabilitation Centre, Dublin**
Rehabilitation Nursing Course

**National University of Ireland, Cork**
Bachelor of Science (Nursing)
Diploma Course in Safety, Health and Welfare at Work
Diploma in Professional Studies (Psychiatric Nurses) (Multidisciplinary Course – Approved for Nurses)

**National University of Ireland, Galway**
Bachelor of Nursing Studies
Higher Diploma in Critical Care Nursing (Intensive Care)
Higher Diploma in Nursing Studies (Public Health Nursing)
Higher Diploma in Nursing Studies (Palliative Care)
Diploma Course in Safety, Health and Welfare at Work (Multidisciplinary Course – Approved for Nurses)
Diploma in Nursing (Social Care in Mental Health)
Stoma Care Nursing Course

**National University of Ireland, Galway in Partnership with Western Health Board**
Master of Health Science

**Occupational Safety and Health Institute of Ireland**
Diploma in Safety Health and Welfare at Work
Our Lady's Hospital for Sick Children, Dublin
Paediatric Operating Theatre Nursing Course

PCI Counselling Ltd (Personal Counselling Institute)
Bachelor of Science in Counselling and Psychotherapy

Rotunda Hospital, Dublin
Special and Intensive Nursing Care of the Newborn Course

Royal College of Surgeons in Ireland
Final Fellowship
Primary Fellowship
Bachelor of Nursing Studies
Higher Diploma in Nursing Studies (Accident & Emergency Nursing)
Higher Diploma in Nursing Studies (Anaesthetic/Recovery Room Nursing)
Higher Diploma in Nursing Studies (Coronary Care Nursing)
Higher Diploma in Nursing Studies (Diabetes Nursing)
Higher Diploma in Nursing Studies (Ear, Nose and Throat Nursing)
Higher Diploma in Nursing Studies (Gerontological Nursing)
Higher Diploma in Nursing Studies (Infection Control Nursing)
Higher Diploma in Nursing Studies (Intensive Care Nursing)
Higher Diploma in Nursing Studies (Neuroscience Nursing)
Higher Diploma in Nursing Studies (Ophthalmic Nursing)
Higher Diploma in Nursing Studies (Orthopaedic Nursing)
Higher Diploma in Nursing Studies (Theatre Nursing)
Diploma in Management
BSc (Nursing) Management
BNS (Practice Development)

Royal Victoria Eye & Ear Hospital, Dublin
Ear Nose and Throat Nursing Course
Ophthalmic Nursing Course

St Angela’s College, Sligo
Higher Diploma in Nursing Studies (Cognitive Behavioural Psychotherapy)

St James’s Hospital, Dublin
Accident and Emergency Nursing Course
Burns Nursing Course
Operating Theatre Nursing Course
Master of Science in Gerontological Nursing
Intensive Care/Coronary Care Nursing Course

St Vincent’s University Hospital, Elm Park, Dublin
Operating Theatre Nursing Course
Accident and Emergency Nursing Course
Anaesthetic Nursing Course
Coronary Care Nursing Course
Intensive Care Nursing Course

University College Dublin
Master of Science (Nursing)
Bachelor of Nursing Studies (Modular)
Higher Diploma in Nursing Studies (Accident & Emergency)
Higher Diploma in Nursing Studies (Cardiovascular Nursing)
Higher Diploma in Nursing Studies (Critical Care Nursing)
Higher Diploma in Nursing Studies (Nursing Informatics)
Higher Diploma in Nursing Studies (Oncological Nursing)
Higher Diploma in Nursing Studies (Palliative Care)
Higher Diploma in Nursing Studies (Peri-Anaesthetic Nursing)
Post-graduate Diploma in Health Science Education
Diploma Course in Safety, Health and Welfare at Work (Multidisciplinary Course – Approved for Nurses)

University College Hospital, Galway
Intensive Care Nursing Course
Higher Diploma in Nursing Studies (Public Health Nursing)

University of Dublin, Trinity College
Master of Science in Gerontological Nursing
Master of Science in Nursing
Bachelor of Nursing Studies
Higher Diploma in Oncological Nursing
Diploma in Gerontological Nursing

University of Limerick
Bachelor of Nursing Studies
Diploma Course in Safety, Health and Welfare at Work (Multidisciplinary Course – Approved for Nurses)

Waterford Institute of Technology
Diploma Course in Safety, Health and Welfare at Work (Multidisciplinary Course – Approved for Nurses)
Diploma in Higher Education in Professional Development in Nursing
Membership of the Steering Committee for Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products Project

An Bord Altranais
Ms. Anne Carrigy, Chairperson of the Steering Committee
Ms. Mary Durkin,
Ms. Sheila O’Malley,
Ms. Veronica Kow,
Ms. Pauline Treanor,
Ms. Cathrine McTiernan,

National Council for Professional Development of Nursing and Midwifery
Ms. Yvonne O’Shea,
Dr. Kathleen MacLellan,
Mr. Pease Finnegan,
Ms. Marie Keane,
Ms. Mary Farrelly,

Other Representatives
Ms. Valerie Small, Advanced Nurse Practitioner
Ms. Mary Mahon, President Association of Nurse Managers
Mr. Paul Gaughan, Health Boards Chief Executive Officer Group
Ms. Mary McCarthy, Chief Nurse, Department of Health and Children
Mr. Tom McGuinn, Chief Pharmacist, Department of Health and Children
Ms. Margaret Hanahoe, Co-ordinator Community Midwifery Programme
Dr. Cecily Begley, Director of Higher Education Nursing and Midwifery, Trinity College
Dr. Velma Harkins, Irish College of General Practitioners
Dr. William Blunnie, Irish Medical Council
Mr. Colum Bracken, Nursing & Midwifery Planning & Development Units
Mr. Matthew Lynch, Pharmaceutical Society of Ireland
Ms. Mary Power, Alliance of Nursing Unions
Mr. Stephen McMahon, Irish Patients Association
Ms. Kathryn McQuillan, Community Midwife Programme
Ms. Colette Hempenstall, Public Representative, Cheeverstown House