Auditor’s Report and Financial Statements
Report for the Year 2005

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Irish Language version available on request.

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Photographs from Michael Brown’s collection ‘Photographic Essay of Fitz威廉 Square’
CONTENTS

Presidential Review .......................................................................................................................... 3

Education and Training .................................................................................................................. 5

The Nursing Careers Centre ......................................................................................................... 11

Administration .............................................................................................................................. 13

Regulation - Registration and Fitness to Practise ....................................................................... 17

Auditor’s Report and Financial Statements .................................................................................. 25

Appendix 1 – An Bord Altranais Board Members ....................................................................... 38

Appendix 2 – Board Committees ................................................................................................. 40

Appendix 3 – Board Representation on External Committees .................................................... 43

Appendix 4 – An Bord Altranais Organisation Chart ................................................................. 44

Appendix 5 – Higher Education Institutions and Associated Healthcare Institutions .................. 45

Appendix 6 – Membership of the Steering Committee for Review of Nurses and Midwives in the
Prescribing and Administration of Medicinal Products Project .................................................. 47
The ongoing demands on Ireland’s health services continue to grow in line with consumer expectations, increasing prosperity, changing lifestyles, and increasing population levels. Rightly, we all want to be and to stay healthy, and should illness strike, we expect the highest level of professional health care on both a human and technological level. Although An Bord Altranais has no input into executive decision-making regarding the funding and expansion of national, regional and local health services, we are at the forefront in supervising and assisting those who work in the front-line; the nurses and midwives in our hospitals, communities and specialised services. In meeting these responsibilities, it pleases me to report that An Bord Altranais continues to act as a creative catalyst, ensuring our already-high standards of education and practice are constantly upgraded and reviewed.

The month of June saw the Board approve the Final Report of the Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products. The Tanaiste and Minister for Health and Children formally introduced the report on this initiative at a major project launch in October. An Bord Altranais - working in conjunction with the National Council for the Development of Nurses and Midwives - jointly managed this important project, itself the culmination of four years’ dedicated work. The findings clearly indicate that there are various levels of medication management that can be initiated and further developed to support nursing and midwifery services. Prescriptive authority, the utilisation of medication protocols and the initiation of the supply of over-the-counter medicines are just some of these. The Board welcomes the commitment of An Tanaiste to introduce legislation to provide for nurses and midwives to become medication prescribers.

Property is, it appears an issue of almost all-consuming interest and 2005 saw the Board consider pertinent issues relating to our property needs. It has become apparent that, with the continuing major expansion of the work of An Bord Altranais, our current premises on Fitzwilliam Square can no longer be considered adequate to match the levels of our staff and our operations. In light of this finding, the Board decided to embark on the task of securing suitable alternative office accommodation in the central Dublin area. Offers were made on two such properties during 2005, but both were unsuccessful and the project to source suitable premises continued into 2006.

I would like to pay a particular compliment to our Fitness to Practice Committee for their dedicated work in handling no fewer than eighteen Inquiries during the year under review and who now administer an ever-increasing number of applications for inquiry into the fitness to practice of nurses and midwives. It is fair to say that this vital work now forms a significant percentage of the Board’s overall workload. Indeed, it is now commonplace to hold meetings dealing with Fitness to Practice issues alone. I acknowledge and applaud the substantial commitments of time and expertise given by both Board Members and members of the Fitness to Practice Committee. You will find a detailed analysis of the work of this Committee elsewhere in this Annual Report.

In the earlier part of the year, in February, it was my pleasure and the Board’s privilege to host an important gathering of the European Federation of Nursing Professionals (F.E.P.I). This representative body looks after the interests of competent nursing authorities throughout the European Union and continues to seek to promote high standards of education, training and practice in the nursing community. We are assured their time spent with us was productive, professional and convivial.

In an era of ever-growing awareness of the need for greater levels of transparency among professional bodies, it is important that the profession itself has
the opportunity to witness the “Board-in-Action” at first-hand and to gain an improved understanding of the nature of the work the Board accomplishes on their behalf. We were pleased therefore to hold two Public Board Meetings during the year, one in Dublin and the other in Waterford and were gratified at the attendance and levels of interest shown by the profession.

I am delighted to announce a Surplus of 0.4 million euro in the Income and Expenditure account for 2005. This was mainly due to increases in income from Annual Retention Fees from nurses applying to the Board for Registration.

I wish to confirm that An Bord Altranais is complying with the Code of Practice for the Governance of State Bodies. The Board has adopted an Internal Audit Charter and Terms of Reference for the Audit Committee, which was established in 2004. The Board completed a tender process and appointed an Internal Auditor in 2005. In accordance with the Code of Practice I wish to confirm that:

• All appropriate procedures for financial reporting, internal audit, procurement and assets’ disposals are being carried out;

• A statement on the system of internal financial control is included with the financial statements in this report;

• Codes of Business Conduct for Board members and employees have been put in place and adhered to;

• Government policy on the pay of the Chief Executives Officer and all officers of the Board is being complied with;

• An Bord Altranais does not pay fees to Board members but does reimburse travel expenses in accordance with public sector guidelines;

• There are no significant post balance sheet events to report;

• The Guidelines for the Appraisal and Management of Capital Expenditure Proposals are being complied with;

• The Boards obligations under taxation laws are being complied with.

I would like to acknowledge our continuing close working relationship with The Department of Health and Children and in particular the Nursing Policy Division. I very much appreciate the co-operation and expert assistance we received from The National Council for the Professional Development of Nursing and Midwifery, Health Boards, Voluntary Hospitals, Nurse Planning and Midwifery Development Units, Nursing Homes and The Higher Education Authorities.

It would be totally remiss of me not to recognise and thank all of my fellow Board Members for their invaluable inputs and commitment during the past twelve months; in particular for their involvement in Board Committees.

My final thanks go to the Chief Executive Officer and all his staff at An Bord Altranais for their excellent work in administering the affairs of the Board with great professional competency and courtesy to me, personally.

Today, an energised professional Nursing Board, operating on modern best-practice principles looks to a challenging future supported by a justified degree of pride in its past performance.

Thank you all for your efforts.

Anne Carrigy
President of An Bord Altranais
Because the promotion of training and education is central to our responsibility for protecting the public through high professional practice standards among nurses and midwives, the Board is committed to the effectiveness and efficiency of the accreditation processes. We are charged with establishing professional competencies and the accrediting of educational standards for pre-registration and post–registration nurse and midwifery education. Through our Quality-of-Education Framework, we continued our monitoring and evaluation role of standards in practice for the education and training of nurses and midwives throughout 2005. An Bord Altranais governs this process through rules under the Nurses Act, 1985 setting standards to be adhered to. 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 - they function as a clear indicator of the importance An Bord Altranais views this area of its overall mandate in helping to develop Ireland’s expanding health service.

**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.

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

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

- Assess that all statutory and regulatory requirements of An Bord Altranais and the European Directives are met.
- Assess the effectiveness and efficiency of the curriculum structures, processes and outcomes
- Assess the quality and appropriateness of the educational experiences.
Site visits were conducted at the following educational institutions:

- Galway-Mayo Institute of Technology
- Western Health Board General and Psychiatric Nursing Services
- Dundalk Institute of Technology
- Health Service Executive North East Regional General, Psychiatric Nursing Services
- University of Limerick
- Midwestern Health Board General, Psychiatric, and Intellectual Disability Nursing and Maternity Services
- Waterford Institute of Technology
- Health Service Executive South East Region General, Psychiatric and Intellectual Disability Nursing Services

Post Registration Courses

The Board approves post-registration education courses for nurses and midwives 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 2005 An Bord Altranais approved 279 Post-Registration Category I courses.

Post-Registration Category II Courses

Post-Registration Category II courses are specialist courses and exclude those which lead to registration. These courses are considered by the education and training committee and approval is granted if programmes meet the criteria of the Education and Training Committee.

The following Post-Registration Category II courses were approved in 2005:

- **Royal College of Surgeons in Ireland**
  - Higher Diploma:
    - Infection Control Nursing
    - Pain Management in Nursing Practice
    - Practice Nursing
    - Respiratory Care in Nursing Practice
    - Wound Management and Tissue Viability Nursing

- **University College Cork**
  - Post-Graduate Diploma:
    - Nursing-Multiple & Complex Disabilities-Intellectual Disability

- **University College Dublin**
  - Access and Bachelor of Science:
    - Nursing-Access-Modular
    - Nursing Modular
    - Nursing Management-Modular

- **University of Dublin Trinity College**
  - Access and Bachelor:
    - Midwifery Studies
  - Post-Graduate Diploma:
    - Gerontological Nursing
    - Professional Nursing/Midwifery Studie
    - Specialist Nursing – Accident & Emergency
    - Specialist Nursing – Accident & Emergency Paediatrics
    - Specialist Nursing – Burns, Plastics and Oro-Maxillo-Facial
    - Specialist Nursing – Coronary Care
    - Specialist Nursing – Dementia Care for Persons with Intellectual Disability
    - Specialist Nursing – Intensive Care
    - Specialist Nursing – Orthopaedics
University of Dublin Trinity College (cont)
- Specialist Nursing – Renal
- Specialist Nursing – Peri-operative Advanced Anaesthetic/Recovery
- Specialist Nursing – Peri-operative Advanced Paediatric
- Specialist Nursing – Peri-operative Advanced Surgical

Master in Science:
- Midwifery
- Nursing-Advanced Nurse Practitioner in Emergency Nursing

University of Limerick
Graduate Diploma/Master of Science:
- Midwifery Studies
- Nursing: Adult Respiratory Care
- Nursing: Intellectual Disability Studies
- Nursing: Psychosocial Interventions in Mental Health Care
- Nursing: Rehabilitation of the Older Person

Course leading to additional Registration
The following course leading to an additional registration was approved.

National University of Ireland Galway
Higher Diploma in Nursing Studies (Nursing/Midwifery Education)

Return to Nursing Practice Course
An Bord Altranais published Return to Nursing Practice Courses – Requirements of An Bord Altranais in March 2005. This publication is a guidance document to educators, nurse managers and clinical staff involved in the provision of Return to Nursing Practice courses. The Return to Nursing Practice Courses are organised by healthcare institutions for nurses returning to work following an absence from practice.

Return to Midwifery Practice
An Bord Altranais published Return to Midwifery Practice Courses – Requirements of An Bord Altranais in October 2005. This publication is a guidance document to educators, midwifery managers and clinical staff involved in the provision of Return to Midwifery Practice courses. 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.

Requirements and Standards for Nurse Registration Education Programmes
A revised Requirements and Standards for Nurse Registration Education Programmes (February 2005) was published and distributed to the relevant stakeholders. The document includes details of the General, Psychiatric, Intellectual Disability, and the Children’s Nurse/General Nurse Registration Integrated programmes. The document includes revised requirements in terms of specialist placements and the revised requirements in terms of the Rostered placement scheme.

Requirements and Standards for Public Health Nurse Registration Education Programmes
An Bord Altranais published the first edition of the Requirements and Standards for Public Health Nurse Registration Education Programmes, in March 2005. The purpose of the document is to provide guidance for the development of flexible, innovative, practice orientated public health nurse registration programmes to third level institutions and community care settings/healthcare institutions’ involved in the education and training of public health nurses. These requirements and standards pertain to candidates who are already on the General Division of the Register of Nurses.

Requirements and Standards for the Nurse Tutor Division of the Register
An Bord Altranais has developed the first edition of the Requirements and Standards for the Nurse Tutor Division of the Register. The document was developed to provide guidance for third level institutions on the development of programmes for Registration in the Nurse Tutor Division of the Register. This document will be published with a suite of other Requirements and Standards in late 2006.

Standards for the Approval of Health Care Institutions to Provide Adaptation Programmes
In February 2005 An Bord Altranais developed a guidance document entitled Standards for the Approval of Health Care Institutions to Provide Adaptation Programmes (to nurses from overseas who apply for registration in the general division of the Register). The purpose of this document is to enable those health care institutions approved by higher education institutes for the provision of clinical placements to nursing students to apply to An Bord Altranais for approval to provide adaptation programmes to nurses from overseas. In order to ensure the quality of the learning environment into which nurse from overseas may be placed the services provided by the health care institution must include acute medical and acute surgical services in order to facilitate the development of competence for entry to the general division of the
register. In addition, the health care institution must have established links with a higher education institute.

**Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products Project**

The Final Report of the Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products Project was launched by Ms. Mary Harney, Tánaiste, and Minister for Health and Children, at a conference in October 2005. The Tánaiste, in her address to the conference announced her support for prescriptive authority for nurses and midwives. The Final and Summary Reports are available on CD-ROM and are accessible from www.nursingboard.ie. The project was a joint collaboration between An Bord Altranais and the National Council for the Professional Development of Nursing and Midwifery.

**Five Points of Entry**

The Five Points of Entry project, which was established to examine the rationale for and impact of maintaining five points of entry to the Register, was completed in December 2005. A team from the School of Nursing and Midwifery Studies at University College Dublin carried out the research element of this project. The final report will be published in 2006.

**Framework of Qualifications for Nurses and Midwives**

In 2003 An Bord Altranais commenced a reform of the approval mechanisms for post-registration education and established consultation with key stakeholders to develop a framework for qualifications for nurses and midwives within the National Framework of Qualifications (National Qualifications Authority of Ireland). A steering committee was established and Dr. Mary Hodson was appointed Project Officer to co-ordinate the project. As part of the project six pilot sites were identified to:

- Reference all nursing and midwifery educational/training awards against the National Framework of Qualifications
- Facilitate communication in the local contexts with regard to the National Framework of Qualifications, and
- Evaluate the effectiveness of the referencing tools.

The final report from this project will be published in 2006. Requirements and Standards for post registration and continuing professional development education linked to the NQAI framework will be published by An Bord Altranais in 2007.

**Evaluation of BSc Nurse Education Programmes**

An Bord Altranais is mandated by provisions of Article 6 of the Nurses Act, 1985 to “promote high standards of professional education and training”. One of the core functions of the Board is to “promote high standards of professional education and training” and so Part IV 36 (2) of the Nurses Act, 1985 details miscellaneous functions of the Board in relation to education and training. It states “The Board may engage in research into the education and training of nurses, including the formulation of experimental curricula and the evaluation of existing programmes and examination and assessment procedures. It is in this context that in September 2004 the Board of An Bord Altranais approved a proposal to carry out research into the evaluation of the Pre-Registration/BSc Nursing Programmes.

A Steering Committee has been established to oversee the commissioning and implementation of the independent longitudinal Evaluation of the Nurse Registration/Degree project.
The aims of the study are:
• Provide evaluative data on the structures, processes and outcomes of the registration/degree programmes.
• Provide evaluative feedback on the implementation of the programmes.
• Ascertain whether the registration/degree programmes achieve the theoretical and clinical learning outcomes as requirements for registration nurse registration education programmes.

The terms of reference are:
• Conduct a critical review of the national and international literature on educational evaluation.
• Conduct a critical review of the national and international literature on graduate nurse education evaluation.
• Conduct a national longitudinal evaluation of the Contexts, Inputs, Processes and Products of the Nurse Registration/Degree programmes.
• Conduct an evaluation of graduate performance in practice post initial Registration.

Conferences and Seminars 2005
A conference, entitled Enhancing Clinical Practice in Nursing and Midwifery, was held on 23 June 2005 in the Rochestown Park Hotel, Cork. The aim of the conference was to provide a forum for all nurses and midwives to consider and discuss issues relating to clinical practice. Approximately 180 nurses attended the conference.

A multidisciplinary conference to launch the “Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products” took place on the 17th of October.

Library
A curtailment of Library Services was announced in July 2005 due to office space requirements caused by the expansion in overseas registration.

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 and midwives 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

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

1. Assessment of Mature Code Applicants to Nursing
2. Promotion and Marketing of Nursing as a Career
3. Provision of Information to Registered Nurses and Midwives

In carrying out its functions, the NCC continues to work closely with a number of key stakeholders, including: Department of Health and Children; the Healthcare Sector; the Public Appointments Service (PAS); the Central Applications Office (CAO); the Higher Education Institutions (HEIs); the Institute of Guidance Counsellors (IGC); the Nursing Promotion and Marketing Liaison Group as set up by the NCC, and others from time to time.

The NCC carries out its work in an open and transparent manner, with efficient and clear communication as its keynotes, and with due cognisance to the principle of cost effectiveness.

The NCC communicates with the key stakeholders in reviewing its processes.

Applications to Nursing

The number of applications to nursing in 2005 continued to be high, with a total of 8,547 applicants for 1,640 places.

Total Nursing Applications: 8,547
Total Mature Nursing Applications: 1,651
of these, 1,567 were valid
Total Standard Nursing Applications: 7,190
General Nursing Applications: 7,169
Psychiatric Nursing Applications: 3,418
Intellectual Disability Nursing Applications: 2,449

Overview of Gender 2005

<table>
<thead>
<tr>
<th>Applicants</th>
<th>Male</th>
<th>Female</th>
<th>% Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall Total</td>
<td>937</td>
<td>7610</td>
<td>11%</td>
</tr>
<tr>
<td>Mature Code Total</td>
<td>253</td>
<td>1314</td>
<td>16%</td>
</tr>
<tr>
<td>General Total</td>
<td>610</td>
<td>6559</td>
<td>8.5%</td>
</tr>
<tr>
<td>Psychiatric Total</td>
<td>544</td>
<td>2874</td>
<td>16%</td>
</tr>
<tr>
<td>Intellectual Disability Total</td>
<td>231</td>
<td>2218</td>
<td>9%</td>
</tr>
</tbody>
</table>

(Statistics courtesy of the CAO & NCC)

Mature Code Applicants

Mature code applicants remained high, with 1,567 valid applications.

Of the 1,567 mature code applicants who were called for written assessment, 775 were successful and called for interview and 626 were successful at interview.

There was a quota of places for mature code applicants: 15% of places in general nursing; 35% in psychiatric nursing; and 35% in intellectual disability nursing.

Offers commenced in August.

Promotion and Marketing of Nursing as a Career

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 Publications
• The development of an active NCC website
• Effective liaison with key stakeholders in the HEIs and Healthcare system, including meetings to address many policy issues
• Effective communication with Guidance Counsellors
• Participation at Conferences, including: Higher Options Conference; IGC Conference; CAO Annual Conference and FAS Opportunities Conference
• The development and implementation of media strategies including a major Newspaper and Radio publicity campaign.

The NCC pursued an active promotion and marketing campaign in 2005.

Provision of Information to Registered Nurses and Midwives

In 2005, four editions of Nursing/Midwifery: Career Development. Post-Registration Courses were published. This publication outlines the various post-registration education opportunities for Registered Nurses and Midwives.

It comprises a number of sections, including:

• Courses Leading to an Additional Registration
• Courses with An Bord Altranais Approval (Category 2)
• Return to Practice Courses for Nurses and Midwives
• Financing of Courses
• Contact Details of All Relevant Organisations.

An abridged leaflet version of the publication is also available for use as part of the Promotional Strategy.
CAREERS WEBSITE

www.nursingcareers.ie

This website is of interest to the school-leaver, the mature person considering career options, or the registered nurse/midwife deciding to pursue further education.

The website contains a number of sections, including:

**Becoming a Nurse**

This section deals with the pre-registration four-year degree courses in intellectual disability nursing, psychiatric nursing and general nursing, and interests the person considering entering the nursing profession.

**Further Education**

This section is of benefit to the registered nurse or midwife interested in pursuing further education.

**Publications**

This section contains a list of relevant publications. An Bord Altranais publications are contained in PDF format and may be viewed in full or downloaded.

**Links**

This section contains details of all relevant organisations, including, healthcare agencies, higher education institutions, nursing and midwifery planning and development units, national organisations.

The name, address, and telephone number are included. Also included is the website address and a link can be made directly to each site.

**Events**

This section contains relevant conferences, seminars, etc.

This particular section has proved very popular and at times over 80 events were posted.

**Contact Us**

By clicking on this section it shows contact details in relation to the NCC. By clicking on the email, a message can be sent directly to the NCC.

**AAA/Bobby**

There is a related symbol on the Home page of the website. This is granted to a website that complies with recommendations in relation to usage by persons with a disability, and it has been achieved by the NCC website.

This website is organic, dynamic, interactive and current, often featuring daily event and informational changes.

**Concluding Comments**

To carry out its work in an efficient manner, the NCC needs to maintain positive communication with a wide cross section of persons and groups. During ‘peak season’ there is an average of one hundred queries per day to the NCC. In 2005, the number of website visits was more than double that of the previous year.

The NCC sets as its goal to be a ‘one-stop-shop’ in handling queries regarding a career in nursing; aiming to respond to 95% plus of queries in an effective and courteous manner within a twenty-four hour period.

**Staff News**

Ms. Anne-Marie Ryan, Chief Education Officer, was on leave of absence during 2005; during this time Anne-Marie was completing her PhD.

Mr. Thomas Kearns was Acting Chief Education Officer during 2005.

The Board appointed Ms Judith Foley M.Ed. BNS RNT RGN RCN as a permanent Education Officer. Judith was employed in An Bord Altranais on a secondment from her post as A/Principal Nurse Tutor at the Children’s University Hospital Temple Street.

Ms Margaret Mc Carthy resigned from her post as Education Officer to take up a post as Director of the Centre for Nurse Education at the Mater Misericordiae University Hospital.

Ms Liz Kingston resigned her post as Project Officer to take up a post as Clinical Skills Laboratory Co-ordinator at the University of Limerick.

Mr Leo D’Arcy was seconded to An Bord Altranais as Acting Education Officer from his post as Nurse Tutor in the Centre of Nurse Education, Mater Misericordiae University Hospital.

Mr Vincent Breheny retired as Education Officer after nearly 25 years of service.
ADMINISTRATION

An Bord Altranais Report of the Year 2005
ADMINISTRATION

2005 Accounts and Other Matters

THE AUDITORS REPORT AND THE FINANCIAL STATEMENTS for the year ended 31st December 2005 appear on page 26. The Income and Expenditure account for the year to 31st December 2005 shows a surplus of €410,305. This compares to a surplus of €763,044 for the previous year.

The increase in Income of €1,537,974 from 2004 to 2005 is mainly due to three factors;

• In 2005, Retention Fee Income is showing an excess over Budget amounting to €420,614. In 2005, Retention Fees were received from 61,240 nurses compared with a budgeted 54,800 in 2005.

• Registration Fee Income shows an excess over budget of €430,285. This is a reflection of the surge in the numbers of nurses taking up Registration in Ireland.

• The Income received from the Department of Health and Children for 2005 compares with €570,000 actually received for 2004. The previous year figure appears lower as a result of the planned review of activity over the five years since the NCC was established. This review revealed that the Board received €195,000 more than it spent in this period.

• The 2004 claim was reduced by €195,000 following a planned review of activity over five years which revealed that the Board received more than it spent in this period.

The increase in Expenditure of €364,625 can primarily be attributed to the following;

• Staff costs increased by over €259,879, reflecting the increase in the Registration Division staff required to manage the numbers of applications for Registration. Retirement pensions and lump sums to former staff members are included in Staff Costs, and amounted to €123,043 in 2005.

• Fitness to practice costs amounted to €611,130 in 2005 and are in excess of budget by €111,000. This is primarily due to a large increase in the number of Inquiries held in 2005.

• Administration costs of €685,650 (Schedule 2, page 35) are in excess of budget due to increased expenses as a result of the increase in Board meetings and Fitness to Practise Inquiries, increased Postage costs and increased Professional Fees.

• The cost of producing the Newsletter increased, due to increases in Printing and Distribution costs.

The Board’s property at the 31st December 2005 is valued at €7.25m and this is reflected in the Balance Sheet. The value of cash and cash equivalents has decreased by €183,396 during 2005.

Premises

The Board considered the issue of the Board’s current property and agreed that the work of the Board has grown significantly in recent years and that the Board premises on Fitzwilliam Square is now too small for the Board’s operations. The Board decided to commence a search for suitable, alternative accommodation in the central Dublin area. In 2005, the Board made unsuccessful offers on two buildings and the project to source a suitable property continued into 2006.

Phone Service for payment of Retention Fees

The company appointed by the Board to manage its Credit and Laser Card LoCall Phone Service closed its Irish operations during 2005 and moved its operations service to one of its UK offices. The service is provided on a 24 hours a day, 7 day a week basis and the number of nurses using the service has increased significantly over the number using the service in 2004.

Internal Audit

The Board appointed Mazars as the Board’s Internal Auditors during 2005.

Internet

The Board appointed a company to assist the Board in a project to revamp its website www.nursingboard.ie. The current website contains a comprehensive range of documents including published guidance documents, annual reports and newsletters, but it is felt that style and structure are outdated.
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 and both unions in the organisation, IMPACT and the INO.

The partnership committee undertook a number of initiatives during 2005.

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.

Public Board Meetings
The Board held two of its Board Meeting in public in 2005, one in Dublin and one in Waterford. There was a good attendance from the nursing profession at both meetings. The Board accepted an invitation from the Medical Council to hold a Board Meeting at their offices in Dublin.

Prompt Payment of Account 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 that provides for a regular review of all accounts to ensure that payment is neither overlooked nor unnecessarily delayed.

Staff Changes
A number of staff both joined and left the Board in 2005. The Board would like to wish the staff that joined a fulfilling and enjoyable career in An Bord Altranais and would like to thank sincerely the staff who left to pursue other opportunities for their commitment and service to the Board and to wish them every success in their future careers.
REGULATION

REGISTRATION and FITNESS TO PRACTISE

An Bord Altranais Report of the Year 2005
REGULATION

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>31st December, 2004</td>
<td>70,231</td>
<td>5,814</td>
<td>60,774</td>
<td>15,271</td>
<td>76,045</td>
</tr>
<tr>
<td>31st December, 2005</td>
<td>72,596</td>
<td>5,956</td>
<td>62,639</td>
<td>15,913</td>
<td>78,552</td>
</tr>
</tbody>
</table>

Qualifications Registered as at 31st December, 2005:

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>63,327</td>
<td>2826</td>
<td>52,598</td>
<td>13,555</td>
<td>66,153</td>
</tr>
<tr>
<td>Psychiatric</td>
<td>8,273</td>
<td>3,520</td>
<td>9,417</td>
<td>2,376</td>
<td>11,793</td>
</tr>
<tr>
<td>Children’s</td>
<td>4,691</td>
<td>53</td>
<td>3,859</td>
<td>885</td>
<td>4,744</td>
</tr>
<tr>
<td>Intellectual Disability</td>
<td>3,992</td>
<td>481</td>
<td>3,890</td>
<td>583</td>
<td>4,473</td>
</tr>
<tr>
<td>Midwifery</td>
<td>17,041</td>
<td>20</td>
<td>13,179</td>
<td>3,882</td>
<td>17,061</td>
</tr>
<tr>
<td>Public Health</td>
<td>2,674</td>
<td>1</td>
<td>2,173</td>
<td>502</td>
<td>2,675</td>
</tr>
<tr>
<td>Tutor</td>
<td>558</td>
<td>103</td>
<td>527</td>
<td>134</td>
<td>661</td>
</tr>
<tr>
<td>Other</td>
<td>585</td>
<td>25</td>
<td>276</td>
<td>334</td>
<td>610</td>
</tr>
<tr>
<td>TOTAL</td>
<td>101,141</td>
<td>7,029</td>
<td>85,919</td>
<td>22,251</td>
<td>108,170</td>
</tr>
</tbody>
</table>

Newly registered qualifications during 2005:

<table>
<thead>
<tr>
<th>DISCIPLINE</th>
<th>IRELAND</th>
<th>EU</th>
<th>OTHER</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>General</td>
<td>103</td>
<td>684</td>
<td>2,124</td>
<td>2,911</td>
</tr>
<tr>
<td>Psychiatric</td>
<td>30</td>
<td>71</td>
<td>10</td>
<td>111</td>
</tr>
<tr>
<td>Children’s</td>
<td>113</td>
<td>15</td>
<td>1</td>
<td>129</td>
</tr>
<tr>
<td>Intellectual Disability</td>
<td>21</td>
<td>21</td>
<td>0</td>
<td>42</td>
</tr>
<tr>
<td>Midwifery</td>
<td>157</td>
<td>51</td>
<td>18</td>
<td>226</td>
</tr>
<tr>
<td>Public Health</td>
<td>124</td>
<td>9</td>
<td>0</td>
<td>133</td>
</tr>
<tr>
<td>Tutor</td>
<td>22</td>
<td>0</td>
<td>1</td>
<td>23</td>
</tr>
<tr>
<td>TOTAL</td>
<td>570</td>
<td>851</td>
<td>2,154</td>
<td>3,575</td>
</tr>
</tbody>
</table>
Verifications issued during 2005:

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>2004</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>United Kingdom</td>
<td>846</td>
<td>439</td>
</tr>
<tr>
<td>Other European Countries</td>
<td>16</td>
<td>25</td>
</tr>
<tr>
<td>Australia</td>
<td>560</td>
<td>717</td>
</tr>
<tr>
<td>USA</td>
<td>290</td>
<td>151</td>
</tr>
<tr>
<td>Canada</td>
<td>33</td>
<td>30</td>
</tr>
<tr>
<td>Other</td>
<td>39</td>
<td>79</td>
</tr>
<tr>
<td>TOTAL REQUESTS</td>
<td>1,784</td>
<td>1,441</td>
</tr>
<tr>
<td>TOTAL NURSES</td>
<td>1,443</td>
<td>973</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>2004</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retired</td>
<td>5,286</td>
<td>5,730</td>
</tr>
<tr>
<td>Unemployed</td>
<td>717</td>
<td>723</td>
</tr>
<tr>
<td>Career Break/Leave of Absence</td>
<td>1,657</td>
<td>1,688</td>
</tr>
<tr>
<td>Working Abroad</td>
<td>4,566</td>
<td>4,703</td>
</tr>
<tr>
<td>Other</td>
<td>3,045</td>
<td>3,069</td>
</tr>
<tr>
<td>TOTAL</td>
<td>15,271</td>
<td>15,913</td>
</tr>
</tbody>
</table>

Registration Appeals Committee

The Registration Appeals Committee was established in May 2003.

The Committee is comprised of Board members - President, Vice-President, Chair and Vice-Chair of the Fitness to Practise Committee. An additional three Board members were co-opted onto the Committee in June 2005.

The Committee consider appeals from applicants for registration who have been unsuccessful in their application. An applicant pays a service fee of €50 for an appeal application and must submit full documentation in support of his or her appeal within the given time frame which was increased from 21 days to 42 days of receipt of the decision letter from An Bord Altranais. The Committee may uphold the original decision made, it may direct that the applicant be registered, or it may give such other direction of criteria that the applicant must fulfil before registration is granted.

During 2003, the Committee considered 37 appeals applications while in 2004 it considered 46 appeals applications. A total of 63 appeals were heard in 2005. These applications included appeals following failure of an applicant to successfully complete an adaptation period; applications where the applicant did not hold educational qualification requirements for direct registration; and applications where applicants did not hold educational qualifications that would entitle them to undertake a period of adaptation.

Candidate Register and Monitoring of Attrition Rates from Nurse Education Programmes

Nursing students, both at under-graduate and postgraduate level, continue to register on the Candidate Register.

Attrition rates from pre-registration nursing programmes are monitored in conjunction with the Admissions Officers of the Educational Institutions and An Bord Altranais. The Registration Staff of An Bord Altranais prepare the report, which is submitted annually to the Department of Health and Children.
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. The application for Inquiry may be made by the Board or by any person. 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. Even 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 the Board is of the opinion that an Inquiry is warranted.

The Inquiry is held in private. The Chief Executive Officer presents the case and is represented by Solicitors and Counsel. Members of the Fitness to Practise Committee sit 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 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 recommendations to the Board in respect of any sanction to be imposed, by the Board, on the nurse, recommendations on publication, and any other relevant recommendations arising from the Inquiry.

The Board will then meet to consider the Report of the Fitness to Practise Committee. The nurse is invited to attend the meeting 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.

Where the Board decides to:

- Suspend the nurse’s name from the Register of Nurses for a fixed period.
- Erase the nurse’s name from the Register of Nurses;
- Attach conditions to the retention of the nurse’s name in the Register of Nurse;
- 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 practice nursing has been found by the Fitness to Practise Committee following Inquiry.

Where a nurse has been found guilty of professional misconduct, and/or unfit to practice by reason of physical or mental disability, the Board, in protecting the public, may decide to publish the outcome of the Inquiry, the extent of such publication to be decided by the Board. There is always publication to the Minister for Health and Children and to the employer (where known) if a nurse’s name is erased or suspended, or where conditions are attached to registration.

Conditions to Registration

One of the sanctions that may be imposed by the Board following a Fitness to Practise Committee Inquiry is to attach conditions to registration. Usually, such conditions are attached in cases where a person has an ongoing health problem, although conditions may be attached for other reasons.
Conditions are usually attached to a person’s registration for a period of time after which the Board will review whether it is necessary for the conditions to be maintained either in whole or in part. Conditions are attached to registration to enable the Board to provide ongoing support to the nurse and to allow the Board to monitor the nurse’s progress over a period of time. These actions then underpins the Board’s commitment to public protection whilst enabling the nurse to practice under supervision by the Board.

**Level of Activity during 2005**

**NUMBER OF APPLICATIONS CONSIDERED:**

- Seven applications carried over from 2004
- Forty two new applications considered in 2005

**DECISIONS IN RESPECT OF APPLICATIONS:**

- In sixteen cases, the committee decided to hold an Inquiry;
- In fourteen cases, the Committee decided that an Inquiry was not warranted;
- Nineteen cases were still under consideration at the end of 2005.

**INQUIRIES HELD IN 2005:**

The Fitness to Practise Committee held eighteen inquiries into the fitness to practise of nurses in 2005. The Committee dealt with issues to include:

- Alleged medication management errors.
- Alleged theft of drugs and forging of prescriptions.
- Alleged forging of employment references.
- Alleged inappropriate behaviour towards patients, including rudeness, disrespect, hostility and lewd behaviour.
- Alleged physical and verbal abuse of patients.
- Alleged indecent assault.
- Alleged attending for work in an unfit state.
- Alleged inappropriate use of the Internet in the work environment.
- Alleged falsification of patient records.
- Alleged unfitness to practice due to medical/mental illness.

**GROUNDS FOR INQUIRY**

- Nine Inquiries were held on the grounds of alleged professional misconduct only:
One Inquiry was held on grounds of alleged unfitness to practise by reason of physical or mental disability only; 

Eight Inquiries were held on the grounds of alleged professional misconduct and alleged unfitness to practice nursing by reason of physical or mental disability.

DECISIONS OF THE FITNESS TO PRACTISE COMMITTEE FOLLOWING INQUIRY

Twelve nurses were found guilty of professional misconduct; 
No nurse was found unfit to practise by reason of physical or mental disability; 
Three nurse was found guilty of professional misconduct and unfit to practise by reason of physical or mental disability; 
Three cases were not proved against the nurses concerned.

SANCTIONS IMPOSED BY THE BOARD FOLLOWING THESE INQUIRIES

In six cases a sanction of ‘Erasure’ was imposed by the Board. Five of these cases were subsequently confirmed by the High Court. In one case the nurse is appealing the decision to the High Court. 

In three cases the sanction of ‘Admonishment’ was imposed; 
In one case the sanction of ‘Censure’ was imposed; 
In four cases the sanction of ‘Censure’ together with the sanction of ‘Conditions to Registration’ were imposed; 
In one case the sanction of ‘Suspension’ together with the sanction of ‘Conditions to Registration’ were imposed; 
In two cases (where the allegations were not proved) there was no sanction applied. 
In one case there was no finding in relation to the nurse, however the sanction of ‘Conditions to Registration’ was 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 2005, the Board removed the conditions attached to the retention of two nurses’ name in the Register of Nurses. The conditions had been attached for a period of two years, and the Board was satisfied that the nurses had met the terms of the conditions during this period.

SECTION 44 APPLICATIONS

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

In 2005, the Board considered six such applications (further 1 being considered into 2006).

In four cases the Board decided to proceed with an application to the High Court. In one of these cases the Order was confirmed by the High Court, in two cases an order was made accepting an undertaking from the Nurse that they would not engage in the practise of nursing pending such other order of the court, in one case the court accepted undertakings on the part of the Nurse in relation to work location and conditions in relation to ongoing health monitoring.

In two cases the Board decided not to proceed with an application to the High Court.

SECTION 42 APPLICATIONS

Under Section 42 of the Nurses Act, 1985, where a nurse is convicted of an offence triable on indictment, the Board may decide that the name of such person should be erased from the Register of Nurses. There were no cases considered by the Board in 2005 under this section of the Act.

Board Policy on Publication

The Board, in September, 2003, approved a policy on publication following a Fitness to Practise Committee Inquiry. The Committee now may include a recommendation in its’ report to the Board in respect of each case heard by the Committee. A Board decision whether to publish is made on a case by case basis but publication can only take place where there is a finding made against the nurse. Unless there are particular concerns about, or restriction to, publication, the Board will publish in all cases and inform the complainant.

The Following Inquiries held by the Fitness to Practise Committee pursuant to Part V of the Nurses Act, 1985, the following decisions of the Committee and of the Board are published in respect of the following nurses:

Name: Ms. Margaret Connor, P.I.N. 633

Finding of Fitness to Practise Committee: 
Professional misconduct

Board sanction: Pursuant to Section 41 of the Nurses Act, 1985, Ms. Margaret Connor was censured in relation to her professional misconduct and pursuant to Section 40 of the Nurses Act, 1985, listed conditions were attached to her name on the Register of Nurses for a period of two years.
The decision to attach conditions to registration was confirmed by the High Court on 27th June, 2005.

2. **Name:** Ms. Angela Camon, P.I.N. 47011  
   **Finding of Fitness to Practise Committee:** Professional misconduct  
   **Board sanction:** Pursuant to Section 41 of the Nurses Act, 1985, Ms. Camon was censured in relation to her professional misconduct, and pursuant to Section 40 of the Nurses Act, 1985, listed conditions were attached to her name on the Register of Nurses for a period of five years.

   The decision to attach conditions to registration was confirmed by the High Court on 27th June, 2005.

3. **Name:** Ms. Elizabeth Kelly, P.I.N. 61991  
   **Finding of Fitness to Practise Committee:** Professional misconduct  
   **Board sanction:** Pursuant to Section 41 of the Nurses Act, 1985, Ms. Elizabeth Kelly was admonished in relation to her professional conduct, and the Board further advises that she is required to attend a medication management update.

4. **Name:** Ms. Victoria Rojas, P.I.N. 82778  
   **Finding of Fitness to Practise Committee:** Professional misconduct  
   **Board sanction:** Pursuant to Section 39(1) of the Nurses Act, 1985, Ms. Rojas’ name was erased from the Register of Nurses.

   The decision to erase Ms. Rojas’ name from the Register was confirmed by the High Court on 24th October 2005.

5. **Name:** Mr. James Corrigan, P.I.N. 51924  
   **Finding of Fitness to Practise Committee:** Professional misconduct  
   **Board sanction:** Pursuant to Section 39 (1) of the Nurses Act, 1985, Mr. Corrigan’s name was suspended from the Register of Nurses for a period of twelve months and that following completion of the twelve month period of suspension, listed conditions were attached to the retention of his name in the Register of Nurses pursuant to Section 40 (1) of the Nurses Act, 1985.

   The decision to attach conditions to registration was confirmed by the High Court on 24th October, 2005.

6. **Name:** Mr. Michael O’Neill, P.I.N. 23877  
   **Finding of Fitness to Practise Committee:** Professional misconduct  
   **Board sanction:** Pursuant to Section 41 of the Nurses Act, 1985, Mr. Michael O’Neill, was censured in relation to his professional conduct and pursuant to Section 40 of the Nurses Act, 1985, a condition was attached to the retention of his name on the Register of Nurses.

   The decision to attach a condition to registration was confirmed by the High Court on 24th October, 2005.
   **Finding of Fitness to Practise Committee:**
   Professional Misconduct and unfit to practice nursing by reason of physical or mental disability.
   **Board sanction:** Pursuant to Section 41 of the Nurses Act, 1985, Ms. Kathleen O’Neill was censured in relation to her professional practice, and that pursuant to Section 40 of the Nurses Act, 1985, listed conditions were attached to the retention of her name in the Register of Nurses.
   The decision to attach conditions to registration was confirmed by the High Court on 19th December, 2005.

8. Name: Ms. Colette McCarthy, P.I.N. 44761
   **Finding of Fitness to Practise Committee:**
   Professional Misconduct and unfit to practice nursing by reason of physical or mental disability.
   **Board sanction:** Pursuant to Section 39 (1) of the Nurses Act, 1985, the name of Ms. Colette McCarthy was erased from the Register of Nurses.
   The decision to erase Ms. McCarthy’s name from the Register was confirmed by the High Court on the 21st November, 2005.

   **Finding of Fitness to Practise Committee:**
   Professional misconduct
   **Board sanction:** Pursuant to Section 41 (1) of the Nurses Act, 1985, Ms.
   Marie Farrell was censured in relation to her professional misconduct

10. Name: Mr. Hermes Morato, P.I.N. 86459
    **Finding of Fitness to Practise Committee:** Unfit to practice nursing by reason of physical or mental disability.
    **Board sanction:** Pursuant to Section 39 (1) of the Act, that the name of Mr. Hermes Morato, was erased from the Register of Nurses.
    The decision to erase Mr. Morato’s name from the Register was confirmed by the High Court on 27th June 2005.
AUDITOR’S REPORT
AND
FINANCIAL STATEMENTS
FOR THE YEAR 2005

Published in accordance with Section 21 of the Nurses Act, 1985
CONTENTS

Auditor’s Certificate to An Bord Altranais.................................................................27

President’s Statement on the systems of Internal Financial Control..........................28

Income and Expenditure Account.............................................................................29

Balance Sheet...........................................................................................................30

Cash Flow Statement ...............................................................................................31

Accounting Policies ................................................................................................32

Notes to the Financial Statements..........................................................................33

Schedules to Accounts............................................................................................35
AUDITOR’S CERTIFICATE

to

AN BORD ALTRANAIS

Introduction:
I have audited the financial statements on pages 29 to 35.

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 2005 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
3rd November 2006.
President’s Statement on the systems of Internal Financial Control

ON BEHALF OF THE BOARD OF AN BORD ALTRANAIS I acknowledge that the Board is responsible for ensuring that an appropriate system of internal financial control is maintained and operated. These systems can only provide reasonable and not absolute assurance against material error. The following key procedures have been put in place by the Board and are designed to provide effective internal financial control:

Appropriate control environment

There are clearly defined management responsibilities and the work of the management team is overseen by the Boards sub-committees. The Board has approved documentation, which sets out the responsibilities of the President, the Board, sub committees of the Board and the Chief Executive Officer. The Chief Executive Officer is responsible for the implementation of internal controls, including internal financial controls.

Identify business risks and evaluate financial implications

The management team is responsible for the identification and evaluation of significant risk. The Chief Executive Officer makes reports on significant changes to the Finance and General Purposes Committee and the Board. The Board prepares a three-yearly Strategic Plan, which sets out the objectives for the Board and includes objectives to address known business risks.

Major information systems

The Board approves the Annual Income and Expenditure budget. The Finance and General Purposes Committee and the Board separately consider and review key financial information on a quarterly basis including actual costs against budget for the year to date, forecast projection of the year end position and key statistical information.

Monitoring the effectiveness of internal financial controls

The Board agreed an Internal Audit Charter and established an Audit Committee. In 2005 the Audit Committee appointed an internal auditor. In accordance with its Terms of Reference the Audit Committee will report to the Board on matters arising from both the Internal and External audit reports.

I confirm that there has been a review of the effectiveness of the systems of internal financial controls. There was no failure or weaknesses that resulted in material losses, contingencies or uncertainties in 2005, which require disclosure in the financial statements or the auditor’s report on the financial statements.

Anne Carrigy
President
### Income and Expenditure Account

For the year ended 31st December 2005

<table>
<thead>
<tr>
<th>Description</th>
<th>2005</th>
<th>2004</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Income</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Annual Retention Fee</td>
<td>3,980,614</td>
<td>3,029,021</td>
</tr>
<tr>
<td>Registration Fee</td>
<td>830,285</td>
<td>521,079</td>
</tr>
<tr>
<td>Verification Fee</td>
<td>28,751</td>
<td>39,822</td>
</tr>
<tr>
<td>Nursing Careers Centre</td>
<td>596,430</td>
<td>375,000</td>
</tr>
<tr>
<td>Library and Publications</td>
<td>6,031</td>
<td>11,879</td>
</tr>
<tr>
<td>Superannuation Contributions</td>
<td>138,633</td>
<td>144,209</td>
</tr>
<tr>
<td>Other Income</td>
<td>239,341</td>
<td>161,101</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td>5,820,085</td>
<td>4,282,111</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Description</th>
<th>2005</th>
<th>2004</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Expenditure</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accommodation Costs Schedule 1</td>
<td>158,400</td>
<td>164,244</td>
</tr>
<tr>
<td>Staff Costs Note 5</td>
<td>2,535,184</td>
<td>2,275,305</td>
</tr>
<tr>
<td>Other Administration Costs Schedule 2</td>
<td>885,650</td>
<td>882,092</td>
</tr>
<tr>
<td>Courses and Conferences</td>
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<td>393</td>
</tr>
<tr>
<td>Fitness to Practice</td>
<td>611,130</td>
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<tr>
<td>Library</td>
<td>47,246</td>
<td>48,565</td>
</tr>
<tr>
<td>Newsletter</td>
<td>243,512</td>
<td>238,183</td>
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<tr>
<td>Projects Schedule 3</td>
<td>362,467</td>
<td>305,054</td>
</tr>
<tr>
<td>Nursing Careers Centre Schedule 4</td>
<td>409,753</td>
<td>369,066</td>
</tr>
<tr>
<td>Depreciation</td>
<td>156,438</td>
<td>153,590</td>
</tr>
<tr>
<td><strong>Total Expenditure</strong></td>
<td>5,409,780</td>
<td>5,045,155</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Description</th>
<th>2005</th>
<th>2004</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Surplus / (Deficit) on Ordinary Activities</strong></td>
<td>410,305</td>
<td>(763,044)</td>
</tr>
</tbody>
</table>

**Statement of Movement in Accumulated Reserves**

<table>
<thead>
<tr>
<th>Description</th>
<th>2005</th>
<th>2004</th>
</tr>
</thead>
<tbody>
<tr>
<td>At 1 January</td>
<td>729,198</td>
<td>1,492,242</td>
</tr>
<tr>
<td>Surplus / (Deficit) for the Year</td>
<td>410,305</td>
<td>(763,044)</td>
</tr>
<tr>
<td>At 31 December</td>
<td>1,139,503</td>
<td>729,198</td>
</tr>
</tbody>
</table>

Anne Carrigy  
President

Eugene Donoghue  
Chief Executive Officer

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

At 31st December 2005

<table>
<thead>
<tr>
<th></th>
<th>2005</th>
<th>2004</th>
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<tbody>
<tr>
<td>Fixed Assets Note 1</td>
<td>€ 7,506,949</td>
<td>€ 7,542,072</td>
</tr>
<tr>
<td>Cash at Bank and in Hand</td>
<td>2,184,760</td>
<td>2,368,156</td>
</tr>
<tr>
<td>Debtors and Prepayments</td>
<td>179,212</td>
<td>170,846</td>
</tr>
<tr>
<td>Stock</td>
<td>10,307</td>
<td>13,705</td>
</tr>
<tr>
<td></td>
<td>2,374,279</td>
<td>2,552,707</td>
</tr>
<tr>
<td><strong>Current Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amounts falling due within one year Note 2 (a)</td>
<td>(€2,163,334)</td>
<td>(€2,787,190)</td>
</tr>
<tr>
<td><strong>Net Current Assets / (Liabilities)</strong></td>
<td>210,945</td>
<td>(€234,483)</td>
</tr>
<tr>
<td><strong>Non-Current Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amounts falling due after one year Note 2 (b)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>7,717,894</td>
<td>7,307,589</td>
</tr>
<tr>
<td><strong>Represented By</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accumulated Fund</td>
<td>1,139,503</td>
<td>729,198</td>
</tr>
<tr>
<td>Revaluation Reserve</td>
<td>6,401,257</td>
<td>6,401,257</td>
</tr>
<tr>
<td>General Reserve</td>
<td>177,134</td>
<td>177,134</td>
</tr>
<tr>
<td></td>
<td>7,717,894</td>
<td>7,307,589</td>
</tr>
</tbody>
</table>

Anne Carrigy  
President

Eugene Donoghue  
Chief Executive Officer

The accompanying notes are an integral part of these accounts
CASH FLOW STATEMENT

For the year ended 31st December 2005

<table>
<thead>
<tr>
<th></th>
<th>2005</th>
<th>2004</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Cash Inflow / (Outflow) from Ordinary Activities</td>
<td>(62,081)</td>
<td>843,220</td>
</tr>
<tr>
<td>Investing Activities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payments to acquire fixed assets</td>
<td>(121,315)</td>
<td>(57,836)</td>
</tr>
<tr>
<td>Net Cash (Outflow)/Inflow</td>
<td>(183,396)</td>
<td>785,384</td>
</tr>
<tr>
<td>Decrease / (Increase) in Cash &amp; Equivalents</td>
<td>(183,396)</td>
<td>785,384</td>
</tr>
</tbody>
</table>

NOTES CASH FLOW STATEMENT

1. Reconciliation of Operating Surplus to Net Cash Inflow

<table>
<thead>
<tr>
<th></th>
<th>2005</th>
<th>2004</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating Surplus/(Deficit)</td>
<td>410,305</td>
<td>(763,044)</td>
</tr>
<tr>
<td>Depreciation Charge</td>
<td>156,438</td>
<td>153,590</td>
</tr>
<tr>
<td>(Increase) / Decrease in Stocks</td>
<td>3,398</td>
<td>3,474</td>
</tr>
<tr>
<td>(Increase) / Decrease in Debtors</td>
<td>(8,366)</td>
<td>(30,223)</td>
</tr>
<tr>
<td>Increase / (Decrease) in Creditors</td>
<td>(623,856)</td>
<td>1,479,423</td>
</tr>
<tr>
<td>Net Cash (Outflow) / Inflow</td>
<td>(62,081)</td>
<td>843,220</td>
</tr>
</tbody>
</table>

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

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Balances at 1st January</td>
<td>2,368,156</td>
<td>1,582,772</td>
</tr>
<tr>
<td>Net Cash (Outflow) / Inflow</td>
<td>(183,396)</td>
<td>785,384</td>
</tr>
<tr>
<td>Balance at 31 December</td>
<td>2,184,760</td>
<td>2,368,156</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>31 Dec 2005</th>
<th>1 Jan 2005</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash at Bank and In Hand</td>
<td>2,184,760</td>
<td>2,368,156</td>
<td>(183,396)</td>
</tr>
<tr>
<td>Bank Overdraft</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>2,184,760</td>
<td>2,368,156</td>
<td>(183,396)</td>
</tr>
</tbody>
</table>

An Bord Altranais Annual Report 2005

Anne Carrigy
President

Eugene Donoghue
Chief Executive Officer

The accompanying notes are an integral part of these accounts
ACCOUNTING POLICIES

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.

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

During 2004 the Board’s premises at 31/32 Fitzwilliam Square was revalued by CB Richard Ellis Gunne in accordance with Financial Reporting Standard 15. CB Richard Ellis Gunne considered the open market value of the property at that time to be €7,250,000. 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 2004 to apportion €3,625,000 as Freehold Building and €3,625,000 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.
# Notes to Financial Statements

For the year ended 31st December 2005

## 1. Fixed Assets

### (a) Total Fixed Assets

<table>
<thead>
<tr>
<th></th>
<th>Premises &amp; Fittings</th>
<th>Equipment</th>
<th>Computer Equipment</th>
<th>Computer Equipment</th>
<th>Telephone</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cost or Valuation</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At 1 January 2005</td>
<td>7,250,000</td>
<td>645,253</td>
<td>298,824</td>
<td>454,047</td>
<td>60,219</td>
<td>8,708,343</td>
</tr>
<tr>
<td>Additions</td>
<td>-</td>
<td>11,479</td>
<td>94,408</td>
<td>15,428</td>
<td>0</td>
<td>121,315</td>
</tr>
<tr>
<td>Revaluation</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>At 31 December 2005</strong></td>
<td>7,250,000</td>
<td>656,732</td>
<td>393,232</td>
<td>469,475</td>
<td>60,219</td>
<td>8,829,658</td>
</tr>
</tbody>
</table>

### Accumulated Depreciation

<p>| | | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>At 1 January 2005</td>
<td>72,500</td>
<td>505,351</td>
<td>146,985</td>
<td>415,922</td>
<td>25,513</td>
<td>1,166,271</td>
</tr>
<tr>
<td>Charge for Year</td>
<td>72,500</td>
<td>24,927</td>
<td>33,840</td>
<td>19,149</td>
<td>6,022</td>
<td>156,438</td>
</tr>
<tr>
<td>Depreciation on</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Disposals/Revaluation</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>At 31 December 2005</strong></td>
<td>145,000</td>
<td>530,278</td>
<td>180,825</td>
<td>435,071</td>
<td>31,535</td>
<td>1,322,709</td>
</tr>
</tbody>
</table>

### Net Book Value at

| 31 December 2005     | 7,105,000            | 126,454   | 212,407            | 34,404            | 28,684    | 7,506,949 |

### Net Book Value at

| 31 December 2004     | 7,177,500            | 139,902   | 151,839            | 38,125            | 34,706    | 7,542,072 |

## 2. Creditors

### (a) Amounts falling due within one year

<table>
<thead>
<tr>
<th></th>
<th>2005</th>
<th>2004</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade Creditors and Accruals</td>
<td>828,924</td>
<td>874,835</td>
</tr>
<tr>
<td>Fees Received in Advance</td>
<td>1,334,410</td>
<td>1,912,355</td>
</tr>
<tr>
<td></td>
<td>2,163,334</td>
<td>2,787,190</td>
</tr>
</tbody>
</table>

### (b) Amounts falling due after one year

<table>
<thead>
<tr>
<th></th>
<th>2005</th>
<th>2004</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bank of Ireland</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>0</td>
<td>0</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
No provision has been made in respect of benefits payable under the Local Government Superannuation Scheme as the liability is underwritten by the Minister for Health and Children. Contributions from employees who are members of the scheme are credited to the income and expenditure account when received. Pension payments under the scheme are charged to the income and expenditure account when paid. Only those superannuation payments which fall due to be paid in the current year of account are charged to the current income and expenditure account. No charge is made to the current income and expenditure in respect of any liability for pension payments, which fall due in later years.

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. Superannuation Contributions include €28,888 (2004 - €27,777) from previous employers of four pensioners, relating to periods of service with these employers.

5. Staff Costs
Staff costs include €123,043 (2004 - €57,867) paid as retirement pensions and lump sums to former staff members.

6. Nursing Careers Centre
The Department of Health & Children has 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 2005, An Bord Altranais complied in all material respects with the provisions of the Act.
## SCHEDULES to ACCOUNTS

For the year ended 31st December 2005

<table>
<thead>
<tr>
<th>Schedules</th>
<th>2005</th>
<th>2004</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1. Accommodation</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mortgage Interest</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Cleaning</td>
<td>26,762</td>
<td>29,664</td>
</tr>
<tr>
<td>Insurance</td>
<td>25,960</td>
<td>24,036</td>
</tr>
<tr>
<td>Light and Heat</td>
<td>19,602</td>
<td>18,965</td>
</tr>
<tr>
<td>Repairs and Maintenance</td>
<td>86,076</td>
<td>91,579</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>158,400</td>
<td>164,244</td>
</tr>
<tr>
<td><strong>2. Other Administration Costs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Travel and Subsistence</td>
<td>176,183</td>
<td>222,209</td>
</tr>
<tr>
<td>Telephone</td>
<td>26,713</td>
<td>30,592</td>
</tr>
<tr>
<td>Postage</td>
<td>155,061</td>
<td>152,549</td>
</tr>
<tr>
<td>Printing and Stationery</td>
<td>239,404</td>
<td>205,192</td>
</tr>
<tr>
<td>Staff Training and Recruitment</td>
<td>41,529</td>
<td>44,094</td>
</tr>
<tr>
<td>Professional Fees</td>
<td>74,290</td>
<td>71,390</td>
</tr>
<tr>
<td>Bank Interest and Charges</td>
<td>32,882</td>
<td>29,247</td>
</tr>
<tr>
<td>Computer</td>
<td>78,048</td>
<td>63,001</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>61,540</td>
<td>63,818</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>885,650</td>
<td>882,092</td>
</tr>
<tr>
<td><strong>3. Projects</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Scope of Practice Project</td>
<td>0</td>
<td>38,833</td>
</tr>
<tr>
<td>Nurse Prescribing Project</td>
<td>215,218</td>
<td>185,476</td>
</tr>
<tr>
<td>Assessment of Competencies Project</td>
<td>0</td>
<td>8,439</td>
</tr>
<tr>
<td>5 Point of Entry Project</td>
<td>47,333</td>
<td>33,333</td>
</tr>
<tr>
<td>European Federation of Nursing Professions</td>
<td>41,218</td>
<td>0</td>
</tr>
<tr>
<td>Nurse Qualification Education Framework</td>
<td>58,698</td>
<td>38,973</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>362,467</td>
<td>305,054</td>
</tr>
<tr>
<td><strong>4. Nursing Careers Centre</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Recruitment Expenses</td>
<td>367,753</td>
<td>319,220</td>
</tr>
<tr>
<td>Local Appointments Commission</td>
<td>42,000</td>
<td>49,846</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>409,753</td>
<td>369,066</td>
</tr>
</tbody>
</table>

Anne Carrigy  
President

Eugene Donoghue  
Chief Executive Officer

The accompanying notes are an integral part of these accounts.
APPENDIX ONE

AN BORD ALTRANAIS BOARD MEMBERS

Appointed Members 2002-2007

Ms Anne Carrigy
DIRECTOR OF NURSING
Mater Misericordiae
University Hospital Limited
Dublin 7
President
ADMINISTRATION – GENERAL NURSING

Ms Aíne Enright
CLINICAL NURSE MANAGER
Cheeverstown House Limited
Dublin 6W
Vice President
CLINICAL PRACTICE - MENTAL HANDICAP

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

Mr Kenneth Brennan
NURSE TUTOR
St. Ita’s Hospital
Portrane, Co. Dublin
TRAINING – 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 – PEDIATRIC 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
Clonsilla, Dublin 15
TRAINING – MENTAL HANDICAP NURSING
AN BORD ALTRANAIS has formed eight 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,
• Ethics Committee,
• Midwifery Committee,
• Medications Management Committee,
• Registration Appeals Committee,
• Audit 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
Mr. Con McCarthy
Ms. Bernadette Mackin
Ms. Sheila O’Malley
Ms. Catherine McTiernan
Ms. Eileen Weir
Ms. Mary Durkin
Ms. Maureen Kington

**Education and Training Committee**

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 relation to the Directive or Regulation adopted or made by the Council of European Communities which relates to qualifications required by nurses and midwives to secure registration.
• Satisfy itself as to the adequacy and suitability of post registration courses for nurses and midwives provided by bodies recognised by the Board for that purpose.
• Engage in research into the education and training of nurses and midwives, including the formulation of experimental curricula and the evaluation of existing programmes.
• Maintain statistical records related to attrition from programmes and collate and present such records for the purposes of manpower planning to the Department of Health and Children.
• Ensure through education and training that protection of the public is set in standards which ensure public confidence in nurses and midwives.
• Monitor on-going changes in service delivery and assess the impact of such change on pre-registration education syllabi and the assessment of competencies to enter the Register of Nurses.
• Provide guidance to the profession 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. Àine Enright
Ms. Mary McCarthy
Ms. Veronica Kow
Mr. Ken Brennan

Committee Members (cont)
Ms. Orla O’Reilly
Ms. Eileen Kelly
Ms. Mary Ita Walsh
Ms. Cathryn Lee
Ms. Gonne Barry
Dr. Kathy Murphy
Ms. Bernadette Mackin
Cllr. Deirdre Forde
Ms. Sheila Sugrue
Dr. Kate Sweeney
Mr. Colm Bracken
Dr. Marie Carney
Dr. Eileen Savage

Finance and General Purposes Committee
• Recommend to the Board the remuneration and conditions for the Post of Chief Executive Officer;
• Authorise variations in the Annual Budget where overall budget provision is exceeded;
• Monitor income and expenditure and furnish a progress report to each meeting of the Board;
• Submit Draft Annual Report and Accounts for consideration by the Board with a view to publication;
• Make recommendations to the Board in relation to borrowings or overdraft requirements;
• Make recommendations to the Board in relation to the scale of fees to be charged under Section 25 of the Act;
• Oversee the application of the Freedom of Information legislation in An Bord Altranais;
• Oversee the operation of the Nursing Careers Centre.

Committee Members
Ms. Anne Carrigy - Chairperson
Ms. Áine Enright
Ms. Bernadette Mackin
Cllr. Deirdre Forde
Mr. John F. Byrne
Ms. Mary Durkin
Ms. Eileen Kelly
Ms. Sheila O’Malley
Ms. Catherine O’Neill
Dr. Therese Meehan

Ethics Committee
The Terms of Reference for the Ethics Committee are:
• To regularly review An Bord Altranais guidelines taking cognisance of ethical principles and to further develop these guidelines if necessary to ensure high professional standards
• To provide guidance to the profession related to ethical conduct and behaviour and encourage ongoing professional development
• To provide a forum and guidance to An Bord Altranais, to the profession and to those who require it, in relation to ethical conduct, practice and research

Committee Members
Ms. Anne Carrigy - Chairperson
Ms. Áine Enright
Ms. Bernadette Mackin
Cllr. Deirdre Forde
Mr. John F. Byrne
Ms. Mary Durkin
Ms. Eileen Kelly
Ms. Sheila O’Malley
Ms. Catherine O’Neill
Dr. Therese Meehan

Midwifery Committee
The role of the committee is to provide expert advice, and to make recommendations, to the Board with regard to the education, registration and professional practice of midwives in Ireland.

Committee Members
Ms. Anne Carrigy - Chairperson
Ms. Pauline Treanor
Ms. Sheila Sugrue
Ms. Maureen Kington
Ms. Bernadette Mackin
Ms. Mary McCarthy
Ms. Margaret Carroll
Ms. Mary Cronin
Medication Management Committee

Committee Members
Ms. Anne Carrigy - Chairperson
Ms. Mary Durkin
Ms. Sheila O’Malley
Ms. Veronica Kow
Ms. Pauline Treanor
Ms. Catherine McTiernan
Ms. Mary McCarthy

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 - Chairperson
Mr. Ken Brennan
Ms. Áine Enright
Mr. Seamus Hoye
Ms. Eileen Kelly
Mr. Con McCarthy
Ms. Anna Plunkett

Audit Committee

Committee Members
Mr. Tim Kennelly - Chairperson
Ms. Anne Carrigy
Mr. Con McCarthy
Cllr. Deirdre Forde
Ms. Pauline Treanor
APPENDIX THREE

BOARD REPRESENTATION ON EXTERNAL COMMITTEES

All-Ireland Public Health Project: Steering Committee
Representative: Anne-Marie Ryan

Benzodiazepine Group Department of Health and Children
Representative: John Byrne

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

Consultative Forum on National Health Strategy
Representative: Sheila O’Malley

Crisis Pregnancy Agency Consultative Committee
Representative: Ursula Byrne

Irish Health Services Accreditation Board
Representative: Anne-Marie Ryan

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

Irish Heart Foundation Council on Stroke
Representative: Mary Durkin

National Council for the Professional Development of Nursing and Midwifery
Representative: Anne Carrigy and Eileen Kelly

National Midwifery Advisory Forum
Representative: Ursula Byrne and Maureen Kington

Nursing and Midwifery Expert Group - European Working Time Directive
Representative: Tom Kearns

Nursing & Midwifery Research Committee
Representative: Anne-Marie Ryan

Nursing and Midwifery in the Community Education Sub-Group
Representative: Margaret McCarthy

Structure and Organisation of Prison Health Care Services Review Group
Representative: Catherine McTiernan
APPENDIX FIVE

Higher Education Institutions and Associated Healthcare Institutions

**Higher Education Institutions Approved for Pre-Registration Degree Programmes**

At 31st December 2005

- 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

- 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

**Associated Healthcare Institutions for Schools of Nursing/Midwifery**

At 31st December 2005

- General Nursing
  - 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
  - Regional Hospital Limerick
  - Mater Misericordiae University Hospital, Dublin
  - Our Lady of Lourdes Hospital, Drogheda
  - Portiuncula Hospital, Ballinasloe

- Sick Children’s Nursing
  - Adelaide & Meath Hospital incorporating the National Children’s Hospital, Tallaght Dublin
  - Our Lady’s Hospital for Sick Children, Dublin
  - The Children’s University Hospital, Dublin

- Mental Handicap Nursing
  - Cope Foundation, Cork
  - Cregg House, Sligo
  - North Western Health Board Learning Disability Services
  - 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
  - South Eastern Health Board Learning Disability Services

- Psychiatric Nursing
  - Eastern Health Board Central School of Psychiatric Nursing, Dublin
  - Midwestern Health Board Regional School of Psychiatric Nursing, Limerick
Psychiatric Nursing (cont)

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
Southern Health Board Psychiatric Services
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
APPENDIX SIX

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
Ms Sheila O’Malley
Ms Veronica Kow
Ms Mary Durkin
Ms Catherine McTiernan
Ms Pauline Treanor

National Council for the Professional Development of Nursing and Midwifery:
Ms Mary Farrelly
Mr Pearse Finnegan
Ms Marie Keane
Dr Kathleen Mac Lellan
Ms Yvonne O’Shea

Other Representatives:
Dr Cecily Begley, Director of Higher Education of Nursing and Midwifery
Mr Pat Gaughan, Chief Executive Officer Group
Ms Margaret Hanahoe, Co-ordinator, Community Midwife Programme
Dr Velma Harkins, Irish College of General Practitioners
Ms Colette Hempenstal, Public Representative
Ms. Catherine Killilea, Nursing and Midwifery Planning and Development Units
Ms Marita Kinsella, Assistant Registrar, Pharmaceutical Society of Ireland, (appointed April 2005)
Mr Matthew Lynch, Pharmaceutical Society of Ireland, (resigned February 2005)
Ms Mary Mahon, President Association of Nurse Managers
Ms Mary McCarthy, Chief Nursing Officer, Nursing Policy Division, Department of Health and Children
Mr Tom McGuinn, Chief Pharmacist, Department of Health and Children (resigned March 2005)
Mr Stephen McMahon, Irish Patients Association
Ms Mary Power, Alliance of Nursing Unions
Dr Colm Quigley, Medical Council (appointed April 2005)
Ms Simonetta Ryan, Principal Officer, Nursing Policy Division, Department of Health and Children
Ms Valerie Small, Advanced Nurse Practitioner

Project Team:
Ms Anne-Marie Ryan, Chief Education Officer and Project Director
Mr Thomas Kearns, Acting Chief Education Officer (January-June 2005)
Ms Kathleen Walsh, Project Officer
Ms Denise Carroll, Project Assistant