ANNUAL REPORT 2006

An Bord Altranais Report of the Year 2006
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As I review yet another year of significant activity and progress on the part of An Bord Altranais – and as my term as President and the term of office of the Board draw to a conclusion - I feel it appropriate to pause and reflect on what has been a momentous period in the lives of all those concerned with the provision of professional nursing healthcare in Ireland. It is fair to say that the acceleration and degree of change we have witnessed and managed in a competent business-like manner is unparalleled in the history of the Board. It is proper to take pride in our achievements while at the same time continuing to challenge our preconceptions as to what constitutes the role of the nurse in contemporary Irish society. In doing so, and in reporting on 2006 in the context of our five-year term, I pay tribute to my fellow Board Members and the executive and administrative staff of An Bord Altranais without whose fellowship and advice my task would have been well nigh impossible. I am confident the trust shown by all stakeholders in the professional work practices of the Board will be further enhanced by this Report and I commend it to you wholeheartedly.

Education, rightly, has always been a key consideration of An Bord Altranais and 2006 saw the introduction of the new midwife registration programmes for students and mature applicants who are not already registered nurses and which allows for direct entry to ‘full-time in midwifery’ programmes. This initiative compliments the ongoing actions of the Board, which over its period in office brought to fruition the recommendations of the Commission on Nursing to integrate Nurse Education into our Higher Education Institutions, paving the way for a new cohort of University Degree holders to enter the profession. The Nursing Careers Centre (NCC) has played a significant role in this achievement by integrating the application system to nursing into the Central Applications Office (CAO). Through its notable promotional activity, the Centre attracted over 8,500 applicants in 2006, including a substantial number of mature applicants. Staying with education, I am delighted to report our E-Learning Programmes, first launched in 2002, have been fully redesigned to make them more accessible to our web users.

Another milestone initiated during the lifetime of the Board and coming to fruition this year was the Review of Nurses and Midwives in Prescribing and Administration of Medicinal Products. A major challenge continues to be the massive increase in the numbers of non-EU nurses wishing to register in Ireland. Each year, the Board now handles the registration of between 3000 – 4000 nurses of non-EU origin.

Another complex issue that faced the Board during the year was the publication of the Lourdes Hospital Inquiry Report which highlighted the increasing importance of the monitoring and guidance role of An Bord Altranais. The Board recognises the need to review its processes and publications and is in the final stages of developing an action plan that will form a major part of our strategy in response to the Inquiry’s findings.

On the international front, I was honoured to be involved in the establishment of FEPI, the European Federation of Nurse Regulators, and to have been elected as its inaugural vice-president, a position I cherish and continue to hold.

Back home, the significant increases in demands made on the Board’s resources continued to grow apace. Between 2000 and 2006, the number of Fitness to Practise Applicants grew from 16 to 61, while the number of Fitness to Practise Inquiries increased from 4 in 2000 to 18 in 2006.

An increase in non-EU applicants meant the register grew from 63,474 to 82,000 over the same timeframe, a dramatic increase of 24%. Understandably, this created a need for extra personnel our staff numbers increased from 37 to the present complement of 56.

This incremental growth made it imperative to seek larger office accommodation. Our offices in Fitzwilliam Square have been our home since the mid-eighties but had clearly become inadequate in terms of space and modern facilities. Having considered numerous options, the Board made a successful offer of 12 million euro on an 1,800 square meters state-of-the-art headquarters in Blackrock, Co. Dublin. The purchase was completed in November 2006. I have no doubt the move to Carysfort Avenue will provide a magnificent headquarters for the nursing profession and will
herald another dynamic era in the life and changing times of An Bord Altranais. Most of all, it will enable us maintain our ability to play a pre-eminent role in the provision of services dedicated to the improvement of the health of the nation and its growing population.

I want 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 Service Executive (HSE), Voluntary Hospitals, Nurse Planning and Midwifery Development Units, Nursing Homes and The Higher Education Authorities. My final thanks go to the Chief Executive Officer and all his staff at An Bord Altranais for their work in administering the affairs of the Board with great professional competency.

In conclusion, may I say that throughout its term of office, the Board and I have faithfully conducted our business in order to ensure that the highest standards in the nursing profession are monitored and maintained.

The commitment to excellence, so characteristic of An Bord Altranais, is central to everything we do and is ongoing. Go neiri go brea leis an obair.

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. 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 Executive 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;
• The Board disposed of its property at 31/32 Fitzwilliam Square in May 2007.
• The Guidelines for the Appraisal and Management of Capital Expenditure Proposals are being complied with;
• The Board’s obligations under taxation laws are being complied with.

Anne Carrigy
President of An Bord Altranais.
EDUCATION AND TRAINING

An Bord Altranais Report of the Year 2006
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 introduction of a registration/degree programme of professional preparation for General, Psychiatric and Intellectual Disability Divisions of the Register of Nurses from 2002, and a Children’s and General Nursing (Integrated) programme and Midwifery programme in 2006, enhances 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 involved in the educational experience while maintaining its statutory independence in conducting on-site visits to 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.

The education and training of nurses and midwives has undergone a period of radical change since the Report of the Commission on Nursing (Government of Ireland, 1998). This period of radical change has also been influenced by significant national and international developments in terms of higher and further education. Developing and enhancing a culture of educational excellence, lifelong learning and procedures to implement access, transfer and progression are key features of recent legislative instruments in the education sector internationally.

The National Qualifications Authority of Ireland (NQAI) was established under statute in 2001. It is described as “a framework for the development, recognition and award of qualifications in the State, based on standards of knowledge, skill or competence to be acquired by learners” (Qualifications Act 1999 cited in NQAI, March 2003). The framework embodies a vision for learning which recognises all learning activity undertaken throughout life, with the aim of improving knowledge, skills and competencies within a personal, civic, social and/or employment related perspective (NQAI March 2003).

The two principle tasks of the Authority are to:

• Establish and maintain a national framework of qualifications.

• Promote and facilitate access, transfer and progression.

The Authority has defined the national framework of qualifications to be “the single, nationally and internationally accepted entity, through which all learning achievements may be measured and related to each other in a coherent way and which defines the relationship between all education and training awards” (NQAI 2005).

The pre-registration degree programmes in nursing/midwifery were placed at Level 8 (Honours Bachelor Degree) on the NQAI framework of qualifications (NQAI, 2004) in April 2006. An Bord Altranais Domains of Competence were the basis of the placing exercise that was undertaken between An Bord Altranais, the Higher Education and Training Awards Council (HETAC) and the NQAI.

In keeping with its responsibility for protecting the public through the promotion of high standards of professional education, training, practice and professional conduct among nurses and midwives, the Board continues its commitment to the effectiveness and efficiency of its approval processes. The Board is charged with establishing the professional standards and credentialing of education for pre-registration and post-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 2006.

An Bord Altranais operationalises this process through the Nurses Rules (2004) made 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:

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:

- Dundalk Institute of Technology
- HSE Northeast
- Maternity Unit, Our Lady of Lourdes Hospital, Drogheda

- Galway Mayo Institute of Technology
- HSE West
- General Nursing and Psychiatric Nursing Services

- Institute of Technology Tralee
- HSE South
- General Nursing and Psychiatric Nursing Services

- National University of Ireland Galway
- HSE West
- General Nursing, Psychiatric Nursing and Midwifery Services

- St Angela’s College Sligo
- HSE West
- General Nursing and Intellectual Disability Nursing Services

- Trinity College Dublin
- HSE Eastern Region
- General Nursing, Psychiatric Nursing, Intellectual Disability Nursing, Children’s and General (Integrated) Nursing, Midwifery Services

- University College Cork
- HSE South
- General Nursing, Psychiatric Nursing, Intellectual Disability Nursing, Children’s and General (Integrated) Nursing, Midwifery Services

- Maternity Unit, Waterford Regional Hospital
Education and Training

Site Visits were conducted at the following in respect of the provision of Adaptation Programmes for general nurses from overseas:

Blackrock Clinic, Dublin

Naas General Hospital, Co. Kildare

Mater Private Hospital, Dublin

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 2006 An Bord Altranais approved 267 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 2006:

Athlone Institute of Technology
Higher Diploma in Science: Peri-operative Nursing
Mental Health Nursing

Dublin City University
Bachelor of: Nursing Studies
Nursing Studies in Community Health

Institute of Technology Tralee
Higher Diploma: Gerontological Nursing
Psychosocial Interventions for Mental Health
Master of Science: Nursing

Letterkenny Institute of Technology
Higher Diploma: Mental Health Nursing – Adult

National University of Ireland, Galway
Bachelor: Nursing
Post-Graduate Diploma: Accident and Emergency Nursing
Oncology Nursing Studies
Peri-operative Nursing
Practice Nursing

St. Angela’s College Sligo
Bachelor: Nursing (Post. Registration)
Post-Graduate Diploma: Community Mental Health Nursing
Cognitive Behavioural Psychotherapy
Master: Health Science

University of Dublin Trinity College
Master in Science: Gerontological Nursing
Mental Health
(in association with the National Forensic Mental Health Service)
Midwifery
Education and Training continued

University of Limerick
Graduate Diploma/Master of Science
Nursing: Adult Nursing
Nursing: Palliative Care
Nursing: Peri-operative Care

Waterford Institute of Technology
Access and Bachelor: Nursing Studies

Courses leading to additional Registration

The following courses leading to an additional registration were approved:

University College Dublin
Graduate Diploma in Nursing (Public Health Nursing)

University of Dublin Trinity College
Master in Science in Nursing (Clinical Health Science Education)
Master in Science in Midwifery (Clinical Health Science Education)
Post Graduate Diploma in Clinical Health Sciences Education

Return to Nursing Practice Course
Return to Nursing Practice Courses are organised by healthcare institutions for nurses returning to work following an absence from practice.

Return to Midwifery Practice Course
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.

Guidance for Pre-Registration Midwifery Students
An Bord Altranais published Guidance for Pre-Registration Midwifery Students. The document was circulated to all pre-registration midwifery students named on the Candidate Register. It provides the student with information on the role of An Bord Altranais and offers guidance in relation to the student’s responsibility during clinical practice placements.

Requirements and Standards for the Midwife Registration Education Programme
An Bord Altranais published Requirements and Standards for the Midwife Registration Education Programme, 3rd Edition (December 2005). This publication was circulated to all relevant stakeholders during 2006.

Requirements and Standards for the Post-RGN Midwife Registration Education Programme
An Bord Altranais developed and approved Requirements and Standards appropriate for the proposed eighteen month Post-RGN Midwife Registration Education Programme due to commence in Autumn 2007.

Children’s and General Nursing (Integrated) Registration Education Programme
A new Children’s and General Nursing (Integrated) Registration Degree Programme commenced in Autumn 2006. The programme is being delivered by four third level institutions in partnership with specific hospitals. The programme is a four and a half year honours degree programme.

The eighteen month Post Registration Children’s Nursing Education Programme has been changed to a twelve month programme. The programme is being delivered by three third level institutions in partnership with specific hospitals. Entry to the Post-Registration Children’s Nursing Education Programme is open to nurses registered in the RGN, RNID or RPN Divisions of the Register.
Requirements and Standards for Nurse Post Registration Education Programmes

Requirements and Standards for Nurse Post Registration Education Programmes were developed and approved by An Bord Altranais and will be published in 2007.

Guidance for Nurses and Midwives with regard to Strike/Industrial Action


Education Department Enquiries Database

The Education Department Enquiries Database maintained by An Bord Altranais keeps a record of enquiries made to the department. The database enables staff to gather detailed summative and comprehensive data on activities relating to different areas of professional practice. Understanding the concerns of nurses and midwives and responding to those concerns is a priority of the Education Department. The purpose of the database is to enable the Chief Education Officer to review and monitor data on sources and type of enquiries made to the department. This ensures continuous quality improvement and advancement of the work of the department, responding to issues of concern and interest to members of the nursing and midwifery profession and members of the public. The database, established in 2004, was developed in line with the key responsibilities outlined in both Data Protection Acts of 1988 and 2003 and Freedom of Information Act, 1997 and 2001. The database has captured 3532 queries from its inception in 2004 to the year end of 2006. The majority of queries related to clinical practice issues and medication management queries.

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

An Bord Altranais in collaboration with the National Council for the Professional Development of Nursing and Midwifery continued to progress the agenda for prescriptive authority and expanded medication management practices for nurses and midwives. A three project implementation plan for 2006-2008 was undertaken by the organisation to realize and operationalise the recommendations of the Final Report of the Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products Project. Five key areas were identified for development by the Project Implementation Team:

1. Legislation
2. Professional Regulation
3. Education
4. Collaboration with other health care professionals and key stakeholders
5. Professional Development and Communication

The Board worked closely with the Department of Health and Children, the Health Service Executive and others to devise the structures and processes for the implementation of nurse and midwife prescribing. At the year’s end draft regulations were being made by the Department of Health and Children to introduce prescriptive authority in early 2007.

Five Points of Entry

The Five Points of Entry Project was set up by An Bord Altranais in response to the recommendation of the Nursing Education Forum that An Bord Altranais “undertake further research to examine the rationale for, and impact of, maintaining three points of access to pre-registration nursing” (Government of Ireland, 2000).

The Board widened the scope of the project to include five points of access and following a competition, commissioned a team of researchers from the Nursing and Midwifery Research Unit, School of Nursing Midwifery and Health Systems, University College Dublin to undertake a study into the points of entry to nursing.

The project was completed and an executive summary can be accessed on www.nursingboard.ie.
In 2003 An Bord Altranais embarked on a project in collaboration with The National Qualifications Authority of Ireland (NQAI) to develop a framework for nursing and midwifery education within the context of the National Framework of Qualifications.

The aim of the project from An Bord Altranais perspective is to:

- Develop a framework for nursing and midwifery education within the context of the NQAI Framework.
- Develop a tool to evaluate current and legacy courses validated by An Bord Altranais in collaboration with other awarding bodies to be subsequently placed at the appropriate level on the NQAI framework.
- Develop a framework for programme developers to satisfy the validation criteria for future post-graduate and continuing competence education programmes within the context of the NQAI framework.

Extensive consultation/information sessions were conducted with key stakeholders. Requirements and Standards for Post-Registration and Continuing Competence Nursing and Midwifery Programmes / Units of Learning was developed and will be launched in early 2007.

A conference, entitled Creativity, Research and Innovation in Nursing and Midwifery Practice, was held on 15 June 2006 in the Clarion Hotel, Liffey Valley, Dublin. The aim of the conference was to provide a forum for all nurses and midwives to consider and discuss educational issues in a changing educational environment. Approximately 200 delegates attended the conference.

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

The library responds to telephone queries and requests and the following activities were processed in 2006:

- Journal Articles /Staff requests (Copied): 1,257
- Enquiries (Phone): 2,429
- Postouts (ABA publications): 1,065

The following services continue 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 (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/Midwifery
2. Promotion and Marketing of Nursing/Midwifery 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.

A piece of history was made in 2006. For the first time, a four-year pre-registration degree programme in midwifery and a four-and-a-half-year pre-registration degree programme in children’s and general nursing (integrated) were offered.

Despite a continued drop in the overall applicants to the CAO, the applicants to nursing/midwifery reached a new high, with a total of 8866 applicants for 1,880 places.

<table>
<thead>
<tr>
<th>Applications to Nursing/Midwifery</th>
</tr>
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<tbody>
<tr>
<td>General Nursing Applications: 6644 for 1057 places</td>
</tr>
<tr>
<td>Psychiatric Nursing Applications: 3005 for 343 places</td>
</tr>
<tr>
<td>Intellectual Disability Nursing Applications: 2444 for 240 places</td>
</tr>
<tr>
<td>Midwifery Applications: 2402 for 140 places</td>
</tr>
<tr>
<td>Children’s and General Nursing (integrated): 2765 for 100 places</td>
</tr>
</tbody>
</table>

Total Mature (23 years of age or over on 1st January 2006 and not presenting education results) Applications: 1934

Total Standard (presenting education results, regardless of age) Applications: 7233

**Overview of Gender 2006**

<table>
<thead>
<tr>
<th>Applicants</th>
<th>Male</th>
<th>Female</th>
<th>% Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychiatric</td>
<td>489</td>
<td>2516</td>
<td>16%</td>
</tr>
<tr>
<td>Intellectual Disability</td>
<td>223</td>
<td>2221</td>
<td>9%</td>
</tr>
<tr>
<td>General</td>
<td>562</td>
<td>6082</td>
<td>8.5%</td>
</tr>
<tr>
<td>Children’s &amp; General (integrated)</td>
<td>115</td>
<td>2650</td>
<td>4%</td>
</tr>
<tr>
<td>Midwifery</td>
<td>34</td>
<td>2368</td>
<td>1.5%</td>
</tr>
<tr>
<td>Mature Code</td>
<td>228</td>
<td>1646</td>
<td>15%</td>
</tr>
<tr>
<td>Overall</td>
<td>894</td>
<td>7972</td>
<td>10%</td>
</tr>
</tbody>
</table>

(Statistics courtesy of the CAO & NCC)
Education and Training continued

**Mature Code Applicants**

Mature code applicants remained high. Of the 1934 mature code applicants who were called for written assessment, 1031 were successful and called for interview. 871 were successful at interview and placed on an order of merit list for each course for which he/she applied. But not everyone on the order of merit lists received an offer of a place. There was a quota of places for mature code applicants: 15% of places in general nursing; 35% in psychiatric nursing; 35% in intellectual disability nursing; 20% in midwifery; and 15% in children’s and general (integrated). Offers commenced in July.

**Promotion and Marketing of Nursing/Midwifery as a Career**

Since its inception, the NCC has carried out a major campaign in the whole area of promotion and marketing of nursing/midwifery 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; 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 2006.

**Provision of Information to Registered Nurses and Midwives**

In 2006, 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 courses in intellectual disability nursing, psychiatric nursing, general nursing, midwifery, and children’s and general nursing (integrated) and is of interest to the person considering entering into the nursing/midwifery 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, with often daily changes.

Again, the NCC website proved to be very popular with over 228,000 hits over the year.

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.

The NCC sets as its standard 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.
FEPI - European Federation of Nursing Regulators

FEPI is the European Federation of Nursing Regulators and was founded as a result of increasing mobility of nursing professionals across Europe. An Bord Altranais, together with the nursing regulatory authorities of the UK, Spain and Italy were the founding members of the Federation which was established in March 2004, its headquarters being based in Brussels. FEPI exists as a European network for common action in relation to EU policy, interest representation and advocacy for nursing regulation. It is a platform to exchange information among regulatory bodies and competent authorities for nursing and it acts as an institutional identity for co-operation in research and policy development projects. Mrs. Anne Carrigy, President of An Bord Altranais is the current Vice-President of FEPI.

FEPI has established a number of working groups in 2006 whose aim is to develop policies in relation to Standards of Regulation, Communication and Information Sharing, Fitness to Practise and Education and Training. The FEPI Working Group on Nursing Education, Training and Competencies (WG ETC) is chaired by Dr. Anne-Marie Ryan, Chief Education Officer, An Bord Altranais.

Staff News

Dr. Anne-Marie Ryan, Chief Education Officer was conferred with a PhD at Dublin City University on 7th November 2006. Her PhD study was entitled "An Evaluation Study of the Regulatory Approach to General Nurse Education 2001-2004 in Ireland".

Ms. Ursula Byrne, Education Officer, (Midwifery) was appointed as Acting Deputy Chief Executive Officer in a temporary capacity. Ms. Jill Atkinson was seconded to An Bord Altranais as Education Officer (Midwifery) from her post as Lecturer in Midwifery at Dundalk Institute of Technology.
Education and Training continued
ADMINISTRATION

An Bord Altranais Report of the Year 2006
Administration

2006 Accounts

The Auditors Report and the Financial Statements for the year ended 31st December 2006 are on page 31. The Income and Expenditure account for the year to 31st December 2006 shows a surplus of €184,875. This compares to a surplus of €410,305 for the previous year.

There is an increase in Income of €173,666 from 2005 to 2006 and this is mainly attributable to:

- The increase of €175,930 in Retention Fees in 2006 from 2005 is mainly due to the Fee increase from €70 to €75.
- In 2006 Registration Fee Income shows an increase of €130,947 over 2005 reflecting a continuation of the high numbers of applicants from abroad applying for Registration in Ireland.
- The reduction by €100,421 in Other Income is due to a decrease in project expenditure incurred by the Board in 2006 and the consequent reduction of funding received from other agencies for projects.

The movement in Expenditure of €399,096 can primarily be attributed to the following:

- Staff costs increased by €207,521 due to costs of the additional staff recruited to Registration to manage the increased numbers of applications for Registration, and the payment of National Wage Rounds. The salaries of staff working on projects are included in Staff Costs from 2006. Project salaries amounted to €154,452 for 2006 and the comparative figure for 2005 is €130,447, and the 2005 Accounts were restated accordingly.
- Fitness to practise costs are €167,559 higher in 2006 than 2005 due primarily to the increase in the number of Inquiries held in 2006.
- Administration costs of €1,015,944 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 arising from the sale of 31/32 Fitzwilliam Square.
- The expenditure on Projects and the Nursing Careers Centre (NCC) was lower in 2006 than in 2005.
- In accordance with the Board’s depreciation policy a full years depreciation of €175,759 was charged on the costs of acquisition of 18/20 Carysfort Avenue.

The Board is financing the purchase and the development of this property by way of short and long term bank debt, the short terms debt will be repaid from the proceeds of the sale of 31/32 Fitzwilliam Square.

The current year surplus is reflected in the financial position of the Board as at 31st December 2006 and the net worth of An Bord Altranais increased by €184,875 to €7,902,769. The analysis of cash and cash equivalents reflects the mortgage of €13,500,000 drawn down in 2006.

Premises

In 2006 the Board completed the purchase of a new corporate office building at 18/20 Carysfort Avenue, Blackrock Co. Dublin for €12m (excluding VAT and stamp duty). The project to fit out the building to meet the Board’s requirements commenced in early 2007 and it is intended to move to Blackrock once the fit out work is completed, probably during the summer of 2007. The Board agreed to sell its offices at 31/32 Fitzwilliam Square for €13.1m following a public tender competition. The sale will be completed in 2007.

Internet

The project to revamp the Board’s website www.nursingboard.ie continued through 2006 and the new site went live in February 2007. The website now contains a comprehensive range of information and documents including published guidance documents, annual reports and newsletters.
The Partnership Committee established in An Bord Altranais in 2000 continues to operate. 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 main focus of the Partnership Committee in 2006 was related to the acquisition of new premises.

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.

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.

A number of staff both joined and left the Board in 2006. 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 retired or left to pursue other opportunities for their commitment and service to the Board and to wish them every success in their future careers.
Registration

The Register is maintained by An Bord Altranais in accordance with both the provisions of the Nurses Act, 1985 and the Nurses Rules, 2004.

Statistics as of the 31st December 2006, with comparative figures from 2005.

<table>
<thead>
<tr>
<th>Nurses Registered</th>
<th>ACTIVE</th>
<th>INACTIVE</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005</td>
<td>62,639</td>
<td>15,913</td>
<td>78,552</td>
</tr>
<tr>
<td>2006</td>
<td>65,415</td>
<td>17,161</td>
<td>82,576</td>
</tr>
<tr>
<td>2005 → 2006</td>
<td>+2,776</td>
<td>+1,248</td>
<td>+4,024</td>
</tr>
<tr>
<td>2005 → 2006</td>
<td>↑ 4%</td>
<td>↑ 8%</td>
<td>↑ 5%</td>
</tr>
</tbody>
</table>

Many individuals are registered in more than one Division of the Register.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>General</td>
<td>52,598</td>
<td>55,127</td>
<td>13,555</td>
<td>14,598</td>
<td>66,153</td>
<td>69,725</td>
</tr>
<tr>
<td>Psychiatric</td>
<td>9,417</td>
<td>9,471</td>
<td>2,376</td>
<td>2,572</td>
<td>11,793</td>
<td>12,043</td>
</tr>
<tr>
<td>Children’s</td>
<td>3,859</td>
<td>3,905</td>
<td>885</td>
<td>939</td>
<td>4,744</td>
<td>4,844</td>
</tr>
<tr>
<td>Intellectual Disability</td>
<td>3,890</td>
<td>3,981</td>
<td>583</td>
<td>628</td>
<td>4,473</td>
<td>4,609</td>
</tr>
<tr>
<td>Midwifery</td>
<td>13,179</td>
<td>13,101</td>
<td>3,882</td>
<td>4,174</td>
<td>17,061</td>
<td>17,275</td>
</tr>
<tr>
<td>Public Health</td>
<td>2,173</td>
<td>2,239</td>
<td>502</td>
<td>558</td>
<td>2,675</td>
<td>2,797</td>
</tr>
<tr>
<td>Tutor</td>
<td>527</td>
<td>522</td>
<td>134</td>
<td>149</td>
<td>661</td>
<td>671</td>
</tr>
<tr>
<td>Other</td>
<td>585</td>
<td>259</td>
<td>334</td>
<td>349</td>
<td>610</td>
<td>608</td>
</tr>
<tr>
<td>Total</td>
<td>85,919</td>
<td>88,605</td>
<td>22,251</td>
<td>23,967</td>
<td>108,170</td>
<td>112,572</td>
</tr>
</tbody>
</table>

As of the 31st December 2006 there were a total of 82,576 individuals registered with 112,572 qualifications.

Active File: 65,415 individuals with 88,605 qualifications.
Registration continued

Inactive File

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

<table>
<thead>
<tr>
<th></th>
<th>2005</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retired</td>
<td>5,730</td>
<td>6,358</td>
</tr>
<tr>
<td>Unemployed</td>
<td>723</td>
<td>758</td>
</tr>
<tr>
<td>Career Break</td>
<td>1,688</td>
<td>1,839</td>
</tr>
<tr>
<td>Working Abroad</td>
<td>4,703</td>
<td>4,932</td>
</tr>
<tr>
<td>Other</td>
<td>3,069</td>
<td>3,274</td>
</tr>
<tr>
<td>Total</td>
<td>15,913</td>
<td>17,161</td>
</tr>
</tbody>
</table>

Number of applications for registration

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

<table>
<thead>
<tr>
<th></th>
<th>2005</th>
<th>2006</th>
<th>2005→2006</th>
<th>% Increase</th>
<th>2005</th>
<th>2006</th>
<th>2005→2006</th>
<th>% Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applications</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Individual</td>
<td>6,653</td>
<td>6,916</td>
<td>+263</td>
<td>4%</td>
<td>557</td>
<td>1,640</td>
<td>+1,083</td>
<td>194%</td>
</tr>
<tr>
<td>Ireland</td>
<td>557</td>
<td>1,640</td>
<td>+1,083</td>
<td>194%</td>
<td>1,090</td>
<td>1,238</td>
<td>+148</td>
<td>14%</td>
</tr>
<tr>
<td>EU</td>
<td>5,427</td>
<td>4,402</td>
<td>-1,025</td>
<td>-19%</td>
<td>5,427</td>
<td>4,402</td>
<td>-1,025</td>
<td>-19%</td>
</tr>
<tr>
<td>Non-EU</td>
<td>7,074</td>
<td>7,280</td>
<td>+206</td>
<td>3%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Number of Newly Registered Qualifications

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>General</td>
<td>103</td>
<td>850</td>
<td>685</td>
<td>703</td>
<td>2,124</td>
<td>2,589</td>
<td>2,912</td>
<td>4,142</td>
</tr>
<tr>
<td>Psychiatric</td>
<td>30</td>
<td>246</td>
<td>71</td>
<td>70</td>
<td>10</td>
<td>29</td>
<td>111</td>
<td>345</td>
</tr>
<tr>
<td>Children’s</td>
<td>113</td>
<td>92</td>
<td>15</td>
<td>19</td>
<td>1</td>
<td>0</td>
<td>129</td>
<td>111</td>
</tr>
<tr>
<td>Intellectual Disability</td>
<td>21</td>
<td>135</td>
<td>21</td>
<td>12</td>
<td>0</td>
<td>0</td>
<td>42</td>
<td>147</td>
</tr>
<tr>
<td>Midwifery</td>
<td>157</td>
<td>166</td>
<td>51</td>
<td>102</td>
<td>18</td>
<td>13</td>
<td>226</td>
<td>281</td>
</tr>
<tr>
<td>Public Health</td>
<td>124</td>
<td>129</td>
<td>9</td>
<td>6</td>
<td>0</td>
<td>0</td>
<td>133</td>
<td>135</td>
</tr>
<tr>
<td>Tutor</td>
<td>22</td>
<td>13</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>23</td>
<td>13</td>
</tr>
<tr>
<td>Total</td>
<td>570</td>
<td>1,631</td>
<td>852</td>
<td>912</td>
<td>2,154</td>
<td>2,631</td>
<td>3,576</td>
<td>5,174</td>
</tr>
</tbody>
</table>

+1,061 +60 +477 +1,598

↑ 186% ↑ 7% ↑ 22% ↑ 45%
Registration continued

Country of Training of EU registrants

<table>
<thead>
<tr>
<th>COUNTRY – 2005</th>
<th>COUNTRY - 2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st: U.K. = 708</td>
<td>1st: U.K. = 687</td>
</tr>
<tr>
<td>2nd: Poland = 41</td>
<td>2nd: Poland = 97</td>
</tr>
<tr>
<td>3rd: Germany = 39</td>
<td>3rd: Germany = 58</td>
</tr>
<tr>
<td>4th: Lithuania = 12</td>
<td>4th: Lithuania = 20</td>
</tr>
<tr>
<td>5th: Finland = 10</td>
<td>5th: Finland = 14</td>
</tr>
<tr>
<td>&lt; 10 Registrants: 14 other countries.</td>
<td>&lt; 14 Registrants: 13 other countries.</td>
</tr>
</tbody>
</table>

Country of Training of non-EU registrants

<table>
<thead>
<tr>
<th>COUNTRY – 2005</th>
<th>COUNTRY - 2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st: India = 1,634</td>
<td>1st: India = 2,037</td>
</tr>
<tr>
<td>2nd: Philippines = 366</td>
<td>2nd: Philippines = 439</td>
</tr>
<tr>
<td>3rd: Australia = 44</td>
<td>3rd: Australia = 37</td>
</tr>
<tr>
<td>4th: Nigeria = 39</td>
<td>4th: Nigeria = 36</td>
</tr>
<tr>
<td>5th: New Zealand = 13</td>
<td>5th: New Zealand = 22</td>
</tr>
<tr>
<td>&lt;13 Registrants: 17 other countries.</td>
<td>&lt;22 Registrants: 21 other countries.</td>
</tr>
</tbody>
</table>

Registration Appeals

The Registration Appeals Committee was established in May 2003.

The Committee is comprised of seven Board Members – the President, Vice-President and five other Board Members.

The Committee considers appeals from applicants for registration who do not hold the educational qualifications for direct registration; applicants who do not hold the educational qualifications that would allow them to undertake a period of adaptation and assessment; and applicants who were not recommended for registration upon completion of a period of adaptation and assessment. In 2006 a total of 102 appeals were considered.

Verification Requests 2006

Verifications are issued for nurses who wish to register abroad. Verifications are sent directly from An Bord Altranais to the equivalent authority in the country/state where the nurse is seeking registration. A nurse may apply for more than one Verification of Registration in any given year.

• 877 individuals made a total of 1,612 verification requests.

• 376 individuals submitted more than one request in 2006.

• Verification does not necessarily equate to travel - 59 individuals who requested verification changed their status to Inactive in 2006. 32 individuals who requested verifications were already Inactive in 2006. (Total = 91 Inactive).
Country Verification Breakdown

COUNTRY VERIFICATION SENT TO: NUMBER OF REQUESTS:

<table>
<thead>
<tr>
<th>Country</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Australia</td>
<td>1,024</td>
</tr>
<tr>
<td>U.K.</td>
<td>277</td>
</tr>
<tr>
<td>U.S.A.</td>
<td>195</td>
</tr>
<tr>
<td>Canada</td>
<td>42</td>
</tr>
<tr>
<td>New Zealand</td>
<td>41</td>
</tr>
<tr>
<td>Spain</td>
<td>11</td>
</tr>
<tr>
<td>Other countries</td>
<td>22</td>
</tr>
<tr>
<td>Total</td>
<td>1,612</td>
</tr>
</tbody>
</table>

Individual Nationality Verification Breakdown

NATIONALITY OF INDIVIDUAL REQUESTING VERIFICATION. NUMBER OF INDIVIDUALS

<table>
<thead>
<tr>
<th>Nationality</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ireland</td>
<td>576</td>
</tr>
<tr>
<td>India</td>
<td>116</td>
</tr>
<tr>
<td>Philippines</td>
<td>91</td>
</tr>
<tr>
<td>U.K.</td>
<td>27</td>
</tr>
<tr>
<td>Nigeria</td>
<td>15</td>
</tr>
<tr>
<td>Other – 17 countries</td>
<td>52</td>
</tr>
<tr>
<td>Total</td>
<td>877</td>
</tr>
</tbody>
</table>

Candidate Register

Students undertaking any nursing or midwifery education programme that leads to registration in a Division of the Register maintained by An Bord Altranais have their names entered on the Candidate Register. Any exit, deferral or transfer from the programme is notified to An Bord Altranais by the Higher Educational Institution. An annual report on attrition from the pre-registration nursing and midwifery programmes is prepared and submitted to the Department of Health and Children.

Pre-registration BSc Nursing Programmes 2002-2006 Cohort.

Successful completion of one of these programmes leads to eligibility to apply for registration in the General, Intellectual Disability or Psychiatric Nurse Divisions of the Register.

<table>
<thead>
<tr>
<th>Description</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of places available.</td>
<td>1640</td>
<td></td>
</tr>
<tr>
<td>No. of places filled.</td>
<td>1486</td>
<td>9.4%</td>
</tr>
<tr>
<td>No. exited.</td>
<td>120</td>
<td>8.1%</td>
</tr>
<tr>
<td>No. deferred.</td>
<td>60</td>
<td>4.0%</td>
</tr>
<tr>
<td>No. transferred.</td>
<td>7</td>
<td>0.5%</td>
</tr>
<tr>
<td>Total – exit/deferral/transfer</td>
<td>187</td>
<td>12.6%</td>
</tr>
<tr>
<td>Total successfully completed.</td>
<td>1231</td>
<td>94.0%</td>
</tr>
<tr>
<td>Total registered.</td>
<td>1221</td>
<td>99.2%</td>
</tr>
</tbody>
</table>
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. 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 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:

- 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,

any of the above decisions 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 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 nurse’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. This then underpins the Board’s commitment to public protection whilst enabling the nurse to practice under supervision by the Board.

Level of Activity during 2006

NUMBER OF APPLICATIONS CONSIDERED:
- Nineteen applications carried over from 2005
- Forty five new applications considered in 2006

DECISIONS IN RESPECT OF APPLICATIONS:
- In twenty eight cases, the Committee decided to hold an Inquiry;
- In twenty two cases, the Committee decided that an Inquiry was not warranted;
- Fourteen cases were still under consideration at the end of 2006.

INQUIRIES HELD IN 2006:
The Fitness to Practise Committee held nineteen inquiries into the fitness to practise of nurses in 2006.
The Committee dealt with issues to include:-
- Alleged medication management errors.
- Alleged theft of prescription pads and forging of prescriptions.
- Alleged theft of drugs from the clinical area.
- Alleged theft of dressings, bandages and other materials from the clinical area.
- Alleged physical and verbal abuse of patients.
- Alleged inappropriate restraint of a patient.
- Alleged failure to provide an appropriate standard of nursing care to a patient.
- Alleged failure to carry out an appropriate assessment of a patient’s condition.
- Alleged attending for work in an unfit state.
- 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;
- Nine 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
- Ten nurses were found guilty of professional misconduct;
- One nurse was found unfit to practise by reason of physical or mental disability;
- Three nurses were found guilty of professional misconduct and unfit to practise by reason of physical or mental disability;
- Two cases were not proved against the nurses.
- Two nurses died prior to the holding of an Inquiry. In these circumstances, the Inquiries were formally opened and closed with no findings.
- One Inquiry was started in 2006 but did not conclude until 2007.
SANCTIONS IMPOSED BY THE BOARD FOLLOWING THESE INQUIRIES

• In seven cases a sanction of ‘Erasure’ was imposed by the Board. All seven of these cases were subsequently confirmed by the High Court. In one additional case from 2005 in which the nurse appealed the decision to impose the sanction of ‘Erasure’, the decision of the Board was confirmed by the High Court.

• In one case the sanction of ‘Admonishment’ was imposed;

• In one case the sanction of ‘Admonishment’ together with the sanction of ‘Conditions to Registration’ 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’ 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 its continuing monitoring of such nurses during 2006, the Board removed the condition attached to the retention of one nurse’s name in the Register of Nurses.

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 2006, the Board considered nine such applications.

• In six cases the Board decided to proceed with an application to the High Court. In four of these cases the Order was confirmed by the High Court, in one case an order was made accepting an undertaking from the nurse that she 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 ongoing health monitoring.

• In three 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 2006 under this section of the Act.

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 to the complainant.

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

1. Name: Ms. Sarah Eileen Cleary, P.I.N. 53589

   Finding of the Fitness to Practise Committee: Professional Misconduct and unfit to practice nursing by reason of a physical or mental disability.

   Board Sanction: Pursuant to Section 39 (1) of the Nurses Act, 1985, Ms. Cleary’s name was
erased from the Register of Nurses. The decision to erase Ms. Cleary’s name from the Register was confirmed by the High Court on 8th May, 2006.

2. **Name:** Mr. Stephen Charles Callery, P.I.N. 22848
   
   **Finding of the Fitness to Practise Committee:** Professional Misconduct
   
   **Board Sanction:** Pursuant to Section 41 (1) and 41 (2) of the Nurses Act, 1985, Mr. Callery was admonished in relation to his professional conduct, and pursuant to Section 40 (1) of the Act, a condition was attached to the retention of his name in the Register of Nurses. The decision to attach a condition to the retention of Mr. Callery’s name in the Register was confirmed by the High Court on 27th March, 2006.

3. **Name:** Ms. Pamela Pagunsan Piz, P.I.N. 88631
   
   **Finding of the Fitness to Practise Committee:** Professional Misconduct
   
   **Board Sanction:** Pursuant to Section 39 (1) of the Nurses Act, 1985, Ms. Piz’s name was erased from the Register of Nurses. The decision to erase Ms. Piz’s name from the Register was confirmed by the High Court on 8th May, 2006.

4. **Name:** Ms. Cliona Nora Finnegan, P.I.N. 89387
   
   **Finding of the Fitness to Practise Committee:** Professional Misconduct
   
   **Board Sanction:** Pursuant to Section 39 (1) of the Nurses Act, 1985, Ms. Finnegan’s name was erased from the Register of Nurses. The decision to erase Ms. Finnegan’s name from the Register was confirmed by the High Court on 28th July, 2006.

5. **Name:** Mr. Abiodun Yousof Rabiu, P.I.N. 99517
   
   **Finding of the Fitness to Practise Committee:** Professional Misconduct
   
   **Board Sanction:** Pursuant to Section 39 (1) of the Nurses Act, 1985, Mr. Rabiu’s name was erased from the Register of Nurses. The decision to erase Mr. Rabiu’s name from the Register was confirmed by the High Court on 8th May, 2006.

6. **Name:** Ms. Florence Porquez Parreno, P.I.N. 87632
   
   **Finding of the Fitness to Practise Committee:** Professional Misconduct
   
   **Board Sanction:** Pursuant to Section 41 (1) and 41 (2) of the Nurses Act, 1985, Ms. Parreno was censured in relation to her professional conduct, and pursuant to Section 40 (1) of the Act, a condition was attached to the retention of her name in the Register of Nurses. The decision to attach a condition to the retention of Ms. Parreno’s name in the Register was confirmed by the High Court on 16th October, 2006.

7. **Name:** Ms. Sheelagh Scott, P.I.N. 99740
   
   **Finding of the Fitness to Practise Committee:** Professional Misconduct
   
   **Board Sanction:** Pursuant to Section 39 (1) of the Nurses Act, 1985, Ms. Scott’s name was erased from the Register of Nurses. The decision to erase Ms. Scott’s name from the Register was confirmed by the High Court on 24th July, 2006.

8. **Name:** Ms. Monica Mary McMahon, P.I.N. 23152
   
   **Finding of the Fitness to Practise Committee:** Professional Misconduct and unfit to practice nursing by reason of a physical or mental disability.
   
   **Board Sanction:** Pursuant to Section 39 (1) of the Nurses Act, 1985, Ms. McMahon’s name was erased from the Register of Nurses. The decision to erase Ms. McMahon’s name from the Register was confirmed by the High Court on 31st July, 2006.
AUDITOR’S REPORT
AND FINANCIAL STATEMENTS
FOR THE YEAR 2006

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

33  Auditor’s Certificate to An Bord Altranais
34  President’s Statement on the systems of Internal Financial Control
35  Income and Expenditure Account
36  Balance Sheet
37  Cash Flow Statement
38  Accounting Policies
39  Notes to the Financial Statements
41  Schedules to Accounts
I have audited the financial statements on pages 34 to 41.

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.

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.

In my opinion the financial statements give a true and fair view of the state of the Board’s affairs at 31st December 2006 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
12th December 2007.
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 Board’s 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 2006, 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 2006**

<table>
<thead>
<tr>
<th>Income</th>
<th>2006 €</th>
<th>2005 €</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Retention Fee</td>
<td>4,156,544</td>
<td>3,980,614</td>
</tr>
<tr>
<td>Registration Fee</td>
<td>961,232</td>
<td>830,285</td>
</tr>
<tr>
<td>Verification Fee</td>
<td>43,370</td>
<td>28,751</td>
</tr>
<tr>
<td>Nursing Careers Centre</td>
<td>590,004</td>
<td>596,430</td>
</tr>
<tr>
<td>Library and Publications</td>
<td>656</td>
<td>6,031</td>
</tr>
<tr>
<td>Superannuation Contributions</td>
<td>Note 4</td>
<td>103,025</td>
</tr>
<tr>
<td>Other Income</td>
<td>138,920</td>
<td>239,341</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td>5,993,751</td>
<td>5,820,085</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenditure</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Accommodation Costs Schedule 1</td>
<td>176,118</td>
<td>158,400</td>
</tr>
<tr>
<td>Staff Costs Note 5</td>
<td>2,873,152</td>
<td>2,665,631</td>
</tr>
<tr>
<td>Other Administration Costs Schedule 2</td>
<td>1,015,944</td>
<td>885,650</td>
</tr>
<tr>
<td>Courses and Conferences</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Fitness to Practice</td>
<td>778,689</td>
<td>611,130</td>
</tr>
<tr>
<td>Library</td>
<td>42,580</td>
<td>47,246</td>
</tr>
<tr>
<td>Newsletter</td>
<td>253,546</td>
<td>243,512</td>
</tr>
<tr>
<td>Projects Note 8/Schedule 3</td>
<td>26,738</td>
<td>232,020</td>
</tr>
<tr>
<td>Nursing Careers Centre Schedule 4</td>
<td>292,118</td>
<td>409,753</td>
</tr>
<tr>
<td>Depreciation</td>
<td>349,991</td>
<td>156,438</td>
</tr>
<tr>
<td><strong>Total Expenditure</strong></td>
<td>5,808,876</td>
<td>5,409,780</td>
</tr>
</tbody>
</table>

**Surplus / (Deficit) on Ordinary Activities**

<table>
<thead>
<tr>
<th></th>
<th>2006 €</th>
<th>2005 €</th>
</tr>
</thead>
<tbody>
<tr>
<td>At 1 January</td>
<td>1,139,503</td>
<td>729,198</td>
</tr>
<tr>
<td>Surplus / (Deficit) for the Year</td>
<td>184,875</td>
<td>410,305</td>
</tr>
<tr>
<td>At 31 December</td>
<td>1,324,378</td>
<td>1,139,503</td>
</tr>
</tbody>
</table>

### Statement of Movement in Accumulated Reserves

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

<table>
<thead>
<tr>
<th></th>
<th>31st December 2006</th>
<th>31st December 2005</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>€</td>
<td>€</td>
</tr>
<tr>
<td>Fixed Assets</td>
<td>22,130,883</td>
<td>7,506,949</td>
</tr>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash at Bank and in Hand</td>
<td>2,360,310</td>
<td>2,184,760</td>
</tr>
<tr>
<td>Debtors and Prepayments</td>
<td>100,567</td>
<td>179,212</td>
</tr>
<tr>
<td>Stock</td>
<td>1,749</td>
<td>10,307</td>
</tr>
<tr>
<td></td>
<td>2,462,626</td>
<td>2,374,279</td>
</tr>
<tr>
<td><strong>Current Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amounts falling due within one year</td>
<td>(3,190,740)</td>
<td>(2,163,334)</td>
</tr>
<tr>
<td>Net Current Assets / (Liabilities)</td>
<td>(728,114)</td>
<td>210,945</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>(13,500,000)</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>7,902,769</td>
<td>7,717,894</td>
</tr>
<tr>
<td><strong>Represented By</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accumulated Fund</td>
<td>1,324,378</td>
<td>1,139,503</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>7,902,769</td>
<td>7,717,894</td>
</tr>
</tbody>
</table>

The accompanying notes are an integral part of these accounts.
Cash Flow Statement

For the year ended 31st December 2006

Net Cash Inflow / (Outflow) from Ordinary Activities

<table>
<thead>
<tr>
<th>2006</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>€</td>
<td>€</td>
</tr>
<tr>
<td>1,649,475</td>
<td>(62,081)</td>
</tr>
</tbody>
</table>

Investing Activities

<table>
<thead>
<tr>
<th>2006</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>€</td>
<td>€</td>
</tr>
<tr>
<td>(14,973,925)</td>
<td>(121,315)</td>
</tr>
</tbody>
</table>

Net Cash (Outflow)/Inflow

<table>
<thead>
<tr>
<th>2006</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>€</td>
<td>€</td>
</tr>
<tr>
<td>(13,324,450)</td>
<td>(183,396)</td>
</tr>
</tbody>
</table>

Decrease / (Increase) in Cash & Equivalents

<table>
<thead>
<tr>
<th>2006</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>€</td>
<td>€</td>
</tr>
<tr>
<td>(13,324,450)</td>
<td>(183,396)</td>
</tr>
</tbody>
</table>

NOTES TO CASH FLOW STATEMENT

1. Reconciliation of Operating Surplus to Net Cash Inflow

<table>
<thead>
<tr>
<th></th>
<th>2006</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating Surplus/(Deficit)</td>
<td>184,875</td>
<td>410,305</td>
</tr>
<tr>
<td>Depreciation Charge</td>
<td>349,991</td>
<td>156,438</td>
</tr>
<tr>
<td>(Increase) / Decrease in Stocks</td>
<td>8,558</td>
<td>3,398</td>
</tr>
<tr>
<td>(Increase) / Decrease in Debtors</td>
<td>78,645</td>
<td>(8,366)</td>
</tr>
<tr>
<td>Increase / (Decrease) in Creditors</td>
<td>1,027,406</td>
<td>(623,856)</td>
</tr>
<tr>
<td>Net Cash (Outflow) / Inflow</td>
<td>1,649,475</td>
<td>(62,081)</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>2006</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balances at 1st January</td>
<td>2,184,760</td>
<td>2,368,156</td>
</tr>
<tr>
<td>Net Cash (Outflow) / Inflow</td>
<td>(13,324,450)</td>
<td>(183,396)</td>
</tr>
<tr>
<td>Balance at 31 December</td>
<td>(11,139,690)</td>
<td>2,184,760</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>31 Dec 2006</th>
<th>1 Jan 2006</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>€</td>
<td>€</td>
<td>€</td>
</tr>
<tr>
<td>Cash at Bank and In Hand</td>
<td>2,360,310</td>
<td>2,184,760</td>
<td>175,550</td>
</tr>
<tr>
<td>Bank Overdraft</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Development Asset Financing</td>
<td>(15,500,000)</td>
<td>-</td>
<td>(15,500,000)</td>
</tr>
<tr>
<td></td>
<td>(11,139,690)</td>
<td>2,184,760</td>
<td>(13,324,450)</td>
</tr>
</tbody>
</table>

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.

CBRE valued the Board's premises at 18/20 Carysfort Avenue at €12,000,000 exclusive of VAT and net of purchasers costs as of 31st December 2006. This valuation was apportioned as follows: site with value of €4,900,000 and building with value of €7,100,000. In order to give a true and fair view of the value of the premises in its entirety the decision was taken to apportion VAT and the costs of acquisition between site and buildings in the same proportion.

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 &amp; Fittings</th>
<th>Equipment Software</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 2006</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>
<tr>
<td>Additions</td>
<td>-</td>
<td>13,232</td>
<td>34,266</td>
<td>73,581</td>
<td>-</td>
<td>121,079</td>
</tr>
<tr>
<td>Additions</td>
<td>14,852,846</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>14,852,846</td>
</tr>
<tr>
<td>At 31 December 2006</td>
<td>22,102,846</td>
<td>669,964</td>
<td>427,498</td>
<td>543,056</td>
<td>60,219</td>
<td>23,803,583</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 2006</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>
<tr>
<td>Charge for Year</td>
<td>248,258</td>
<td>26,641</td>
<td>40,588</td>
<td>27,406</td>
<td>7,098</td>
<td>349,991</td>
</tr>
<tr>
<td>Depreciation on Disposals/Revaluation</td>
<td></td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>At 31 December 2006</td>
<td>393,258</td>
<td>556,919</td>
<td>221,413</td>
<td>462,477</td>
<td>38,633</td>
<td>1,672,700</td>
</tr>
</tbody>
</table>

**Net Book Value at 31 December 2006**

|                         | 21,709,588 | 113,045 | 206,085 | 80,579 | 21,586 | 22,130,883 |

**Net Book Value at 31 December 2005**

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

### 2. Creditors

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

<table>
<thead>
<tr>
<th></th>
<th>2006</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade Creditors and Accruals</td>
<td>1,098,915</td>
<td>828,924</td>
</tr>
<tr>
<td>Fees Received in Advance</td>
<td>2,091,825</td>
<td>1,334,410</td>
</tr>
<tr>
<td></td>
<td>3,190,740</td>
<td>2,163,334</td>
</tr>
</tbody>
</table>

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

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>IIB Bank Mortgage</td>
<td>13,500,000</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>13,500,000</td>
<td>0</td>
</tr>
</tbody>
</table>
3. Bank Borrowings

The Board’s bankers Bank of Ireland hold the title documents to its premises at 31/32 Fitzwilliam Square as security for its borrowings. ILB Bank holds a first fixed charge over the new premises purchased by An Bord Altranais. The Board is financing the development of the premises at 18/20 Carysfort Avenue by way of short term bank debt which will be repaid pending the sale of the existing premises and long term debt.

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 €39,191 representing monies recouped from previous employers of four pensioners, relating to periods of service with these employers.

5. Staff Costs

Staff costs include €71,660 (2005 - €123,043) 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 mature code 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 2006, An Bord Altranais complied in all material respects with the provisions of the Act.

8. Projects

Prior to 2006 the salary costs associated with the Board’s projects were shown as part of Project Costs in the Income and Expenditure Account. From 2006 the salary costs of staff working on Projects are shown as part of the Salaries and the 2005 Accounts have been adjusted accordingly.
## Schedules to Accounts

### For the year ended 31st December 2006

<table>
<thead>
<tr>
<th>Schedule</th>
<th>2006</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1. Accommodation</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cleaning</td>
<td>€24,978</td>
<td>€26,762</td>
</tr>
<tr>
<td>Insurance</td>
<td>€34,877</td>
<td>€25,960</td>
</tr>
<tr>
<td>Light and Heat</td>
<td>€19,633</td>
<td>€19,602</td>
</tr>
<tr>
<td>Repairs and Maintenance</td>
<td>€96,630</td>
<td>€86,076</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>€176,118</td>
<td>€158,400</td>
</tr>
<tr>
<td><strong>2. Other Administration Costs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Travel and Subsistence</td>
<td>€206,868</td>
<td>€176,183</td>
</tr>
<tr>
<td>Telephone</td>
<td>€34,268</td>
<td>€26,713</td>
</tr>
<tr>
<td>Postage</td>
<td>€208,086</td>
<td>€155,061</td>
</tr>
<tr>
<td>Printing and Stationery</td>
<td>€194,253</td>
<td>€239,404</td>
</tr>
<tr>
<td>Staff Training and Recruitment</td>
<td>€46,143</td>
<td>€41,529</td>
</tr>
<tr>
<td>Professional Fees</td>
<td>€191,507</td>
<td>€74,290</td>
</tr>
<tr>
<td>Bank Interest and Charges</td>
<td>€43,445</td>
<td>€32,882</td>
</tr>
<tr>
<td>Computer</td>
<td>€83,706</td>
<td>€78,048</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>€7,668</td>
<td>€61,540</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>€1,015,944</td>
<td>€885,650</td>
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<tr>
<td><strong>3. Projects</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nurse Prescribing Project</td>
<td>€3,229</td>
<td>€84,771</td>
</tr>
<tr>
<td>5 Point of Entry Project</td>
<td>€0</td>
<td>€47,333</td>
</tr>
<tr>
<td>European Federation of Nursing Regulators</td>
<td>€23,509</td>
<td>€41,218</td>
</tr>
<tr>
<td>Nurse Qualification Education Framework</td>
<td>€0</td>
<td>€58,698</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>€26,738</td>
<td>€232,020</td>
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<tr>
<td><strong>4. Nursing Careers Centre</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Recruitment Expenses</td>
<td>€247,118</td>
<td>€367,753</td>
</tr>
<tr>
<td>Public Appointments Service</td>
<td>€45,000</td>
<td>€42,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>€292,118</td>
<td>€409,753</td>
</tr>
</tbody>
</table>

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 Áine Enright
CLINICAL NURSE MANAGER
Cheeverstown House Limited
Dublin 6W
Vice President
CLINICAL PRACTICE – MENTAL HANDICAP

Ms Anna Plunkett
DIRECTOR OF NURSING
St. Mary’s, Drumcree
Co. Louth
Chair – Fitness to Practise Committee
ADMINISTRATION – MENTAL HANDICAP

Ms Gonne Barry
PUBLIC HEALTH NURSE
Northern Area Health Board
Cabra, Dublin 7
Vice President
CLINICAL PRACTICE – PUBLIC HEALTH

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

Ms Mary Durkin
CLINICAL NURSE MANAGER
Sligo General Hospital
Sligo
CLINICAL PRACTICE – GENERAL NURSING

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 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 Orla O’Reilly
NURSE TUTOR
St. Joseph’s Hospital Clonsilla, Dublin 15
TRAINING – MENTAL HANDICAP NURSING

*Mr. Seamus Hoye deceased – August 12th 2007 after a short illness
Appendix One: An Bord Altranais Board Members continued

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

Dr William Blunnie  
CONSULTANT ANAESTHETIST  
Mater Misericordiae University Hospital Limited, Dublin 7

REGISTERED MEDICAL PRACTITIONER – GENERAL NURSE TRAINING HOSPITAL

Dr Robert Burns  
CONSULTANT PSYCHIATRIST  
St. Stephen’s Hospital, Glanmire, Cork

REGISTERED MEDICAL PRACTITIONER – PSYCHIATRIC NURSE TRAINING HOSPITAL

Dr Cathy Casey  
CONSULTANT GYNAECOLOGIST  
Percy Square, Limerick

REGISTERED MEDICAL PRACTITIONER – MIDWIFERY TRAINING HOSPITAL

Mr Tony Morris  
PRINCIPAL OFFICER  
Nursing Policy Division  
Department of Health & Children, Dublin 2

DEPARTMENT OF HEALTH & CHILDREN REPRESENTATIVE

Cllr Deirdre Forde  
COUNTY COUNCILLOR  
12 Lislee Road, Maryborough Hill, Cork

GENERAL PUBLIC INTEREST REPRESENTATIVE

Mr Tim Kennelly  
CHIEF EXECUTIVE  
St. John’s Hospital, St. John’s Square, Limerick

NON-HEALTH BOARD HOSPITAL REPRESENTATIVE

Ms Bernadette Macken  
Ballinlough, Knockaderry, Dundalk, Co. Louth

GENERAL PUBLIC INTEREST REPRESENTATIVE

Mr Con McCarthy  
PSYCHIATRIC NURSE  
Knopogue, Bandon, Co. Cork

APPOINTED NURSE

Ms Mary McCarthy  
CHIEF NURSING OFFICER  
Nursing Policy Division  
Department of Health & Children, Dublin 2

DEPARTMENT OF HEALTH & CHILDREN REPRESENTATIVE

Ms Kathy Murphy  
HEAD OF NURSING AND MIDWIFERY  
University College Hospital Galway

REPRESENTATIVE OF THIRD LEVEL EDUCATION ESTABLISHMENTS INVOLVED IN THE EDUCATION AND TRAINING OF NURSES

Ms Sheila O’Malley  
DIRECTOR OF NURSING AND MIDWIFERY  
Eastern Regional Health Authority, Mill Lane, Palmerstown, Dublin 20

HEALTH BOARD REPRESENTATIVE

Ms Mary Ita Walsh  
Coolarogne, Dunraghstown Road, Arklow

REPRESENTATIVE FROM FIELD OF EDUCATION
Appendix Two: Board Committees

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 Purposes Committee,
• Ethics Committee,
• Midwifery Committee,
• Prescriptive Authority 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.
Appendix Two: Board Committees continued

• 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. Áine Enright
Ms. Mary McCarthy
Ms. Veronica Kow
Mr. Ken Brennan
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
Mr. Tony Morris
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
Appendix Two: Board Committees continued

**Ethics Committee**
The Terms of Reference of 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. Aíne Enright
- Ms. Anna Plunkett
- 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. Sheila O’Malley
- Ms. Margaret Carroll
- Ms. Mary Cronin

**Prescriptive Authority 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 of 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. Aíne 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

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 Carrigy

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: Thomas Kearns

Nursing & Midwifery Research Committee
Representative: Anne-Marie Ryan

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

Conjoint NIG EWTD + Nursing + Midwifery Expert Group
Representative: Anne-Marie Ryan

FEPI Vice President
Anne Carrigy

FEPI Working Group on Nursing Education Training and Competencies (WG ETC)
Chair: Anne-Marie Ryan
Appendix Five: Higher Education Institutions and Associated Healthcare Institutions

Higher Education Institutions Approved for Pre-Registration Honours Degree Programmes at 31st December 2006

- 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

Associated Healthcare Institutions for Schools of Nursing/Midwifery Approved at 31st December 2006

General Nursing

- Adelaide & Meath Hospital, Dublin incorporating the National Children’s Hospital, Tallaght Dublin
- Beaumont Hospital, Dublin
- Bon Secours Hospital, Cork
- Cork University Hospital
- Mercy University Hospital and South Infirmary – Victoria Hospital
- Connolly Hospital, Dublin
- Letterkenny General Hospital
- Regional Hospital Limerick
- Mater Misericordiae University Hospital, Dublin
- Our Lady of Lourdes Hospital, Drogheda
- Portiuncula Hospital, Ballinasloe, Galway
- St James’s Hospital, Dublin
- St Michael’s Hospital, Dun Laoghaire
- St Vincent’s University Hospital, Elm Park, Dublin
- Sligo General Hospital
- Kerry General Hospital, Tralee
- Tullamore General Hospital
- University College Hospital, Galway
- Waterford Regional Hospital
- Mayo General Hospital, Castlebar

Intellectual Disability Nursing

- St Joseph’s Learning Disability Services, Portrane, Co. Dublin
- Daughters of Charity Intellectual Disability Services, Dublin
- St John of God, North East Services & HSE North East Area Intellectual Disability Nursing Services
- Intellectual Disability Services, Donegal
- Cregg House, Sligo
Appendix Five: Higher Education Institutions and Associated Healthcare Institutions continued

**Intellectual Disability Nursing** (continued)
- St Anne’s, Moore Abbey, Monasterevin, Co. Kildare
- Stewart’s Hospital Services Limited, Palmerstown, Dublin 20
- COPE Foundation, Cork
- Daughters of Charity, St Vincent’s Centre, Lisnagry, Co. Limerick
- HSE South Eastern Region & Voluntary Intellectual Disability Nursing Services

**Psychiatric Nursing**
- HSE Midland Area Psychiatric Nursing Services
- St Ita’s Psychiatric Nursing Services, Portrane, Co. Dublin
- St Vincent’s, Fairview, Dublin 3
- HSE North East Area Psychiatric Nursing Services
- HSE Western Area Psychiatric Nursing Services, Mayo
- HSE Southern Psychiatric Nursing Services, Kerry
- Donegal & Sligo/Leitrim Mental Health Services
- HSE Western Area Psychiatric Nursing Services, Galway
- HSE South Western East Coast Area Psychiatric Nursing Services
- St Patrick’s Hospital, James’s Street, Dublin 8
- HSE Southern Area Psychiatric Nursing Services, Cork
- St John of God Hospital, Stillorgan, County Dublin
- HSE Mid Western Region Psychiatric Nursing Services
- HSE South Eastern Region Psychiatric Nursing Services

**Children’s & General Nursing (Integrated)**
- Adelaide & Meath Hospital, Dublin incorporating the National Children’s Hospital, Tallaght Dublin
- Our Lady’s Children’s Hospital, Crumlin, Dublin
- Children’s University Hospital, Temple Street, Dublin
- Cork University Hospital & Mercy Hospital

**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
- HSE Southern Area College of Midwifery and Unified Maternity Services (St. Finbarr’s and Erinville) Cork
- University College Hospital, Galway