



The Irish Nurses Organisation



The National Council of Nurses of Ireland

Cumann na nAltraí Gaelacha



Comhairle Náisiúnta Altraí na hÉireann

11 Fitzwilliam Place, Dublin 2. Telephone 760137/760138 Fax No. 610466

ANNUAL REPORT

AND

ACCOUNTS

1988 – 1989

NOTICE OF MEETING

NOTICE IS HEREBY GIVEN THAT THE 70th ANNUAL GENERAL MEETING OF THE IRISH NURSES ORGANISATION AND THE NATIONAL COUNCIL OF NURSES OF IRELAND WILL BE HELD ON WEDNESDAY, THURSDAY AND FRIDAY, 6-8 SEPTEMBER 1989, IN THE GREAT SOUTHERN HOTEL, GALWAY.

WEDNESDAY, 6 SEPTEMBER – 2.00 pm – 7.30pm

1. Invocation
2. Appointment of Tellers
3. Adoption of Standing Orders and Standing Orders Committee Report No. 1
4. Minutes of Annual General Meeting 1988
5. Adoption of Annual Report
6. Adoption of Accounts for year-ended 31 December 1988
7. Budget – January 1990 to December 1990
8. Appointment of Auditors
9. Report on Resolutions Adopted at the 1988 Annual General Meeting
10. Debate on Motions – Organisational

(Items 1 to 10 will be taken in Private Session – Members Only)

11. Debate on Motions – Professional
– Industrial
– Educational

THURSDAY, 7 SEPTEMBER – 9.00 am – 6.00 pm

12. Adoption of Standing Orders Committee Report No. 2
13. Debate on Motions continued
– Professional
– Industrial
– Educational
14. Report Result of Executive Council Elections
15. Election of Officers in accordance with Article 24(a)
(President, 2 Vice-Presidents, 3 Honorary Treasurers)
16. Debate on Remaining Motions
17. Investiture of Newly Elected President and formal closure.



P.J. MADDEN
General Secretary

FRIDAY, 8 SEPTEMBER – SEMINAR – 9.30 am – 4.00 pm

Theme: 'CANCER – THE REAL FACTS'

Address: Dr Rory O'Hanlon T.D., Minister for Health

followed by

Presidential Address: Miss B Butler, SPHN

ANNUAL DINNER: The Annual Dinner will take place on Friday, 8 September 1989,
at 7.30 pm for 8.00 pm

**THE ANNUAL GENERAL MEETING IS OPEN TO ALL MEMBERS OF THE INO.
PLEASE BRING THIS REPORT WITH YOU TO THE MEETING.**

ANNUAL REPORT 1988-1989

The Executive Council for the period under review was as follows:

OFFICE BEARERS:

President: Butler Bridget, Superintendent Public Health Nurse, County Clinic, James's Green, Kilkenny.

1st Vice-President: Monaghan Anna, Principal Midwife Tutor, Rotunda Hospital, Dublin 1.

2nd Vice-President: Craughwell Katherine J., Director of Nursing, Regional Maternity Hospital, Limerick

EXECUTIVE COUNCIL:

EX-OFFICIO SEAT

Butler Bridget, Superintendent Public Health Nurse, County Clinic, James's Green, Kilkenny

ADMINISTRATION - 3 SEATS

Craughwell Katherine J., Director of Nursing, Regional Maternity, Limerick

Duff Mary, Assistant Matron, Our Lady's Hospital, Navan, Co Meath.

O'Dwyer A.M.I., Matron, Coombe Hospital, Dublin 8.

CLINICAL - 5 SEATS (To include One Theatre Nurse)

Browne Bridget Nuala, Ward Sister, Regional Hospital, Galway.

Burd Marena, Infection Control Sister, General Hospital, Tullamore, Co Offaly.

Cullen Ellen Mary, Staff Nurse (Theatre), Wexford General Hospital.

Duffin James Noel, Staff Nurse, Waterford Regional Hospital, Ardkeen.

Harbison Anna, Staff Nurse, International Missionary Training Hospital, Drogheda, Co. Louth.

EDUCATION - 3 SEATS

McCarthy Margaret, Nurse Tutor, School of Nursing, Meath Hospital, Dublin 8.

* O'Sullivan Finola, Nurse Tutor, School of Nursing, Regional Hospital Cork.

Monaghan Anna M., Principal Tutor, Rotunda Hospital, Dublin 1.

PUBLIC HEALTH NURSES - 3 SEATS (To include one Superintendent)

Grealy Doreen, Public Health Nurse, Community Care Centre, 25 Newcastle Road, Galway.

McNicholas Mary, Public Health Nurse, Creighan, Cavan.

Armstrong Sheila, Superintendent Public Health Nurse, Community Care Office, Cherry Orchard Hospital, Ballyfermot, Dublin 10.

MIDWIVES - 3 SEATS

Fitzgerald Joanna, Assistant Director of Nursing, St James's Hospital, Dublin 8.

Martin Ann, Staff Nurse, Maternity Unit, Regional Hospital, Galway.

Mulhall Ann Louise, Junior Sister, Coombe Hospital, Dublin 8.

OCCUPATIONAL HEALTH NURSES - 1 SEAT

Mulkerrin Mary, Occupational Health Nurse, (Health and Safety Manager), Johnson & Johnson (Ireland) Ltd., Belgard Road, Tallaght, Dublin 24.

EMERGENCY AND GENERAL NURSES - 1 SEAT

Roche Noreen, Ulster Bank House, Blessington, Co Wicklow.

PAEDIATRIC NURSES - 1 SEAT

Foy Kathleen, Staff Nurse, Our Lady's Hospital, Crumlin, Dublin 12.

MENTAL HANDICAP NURSES - 1 SEAT

** Power George, Staff Nurse, Cope Foundation, Bonnington, Montenotte, Cork

NURSES IN GERIATRICS - 1 SEAT

O'Keefe Nora, Ward Sister, St Camillus' Hospital, Limerick.

PSYCHIATRIC NURSES - 1 SEAT

Darcy Cyril, Chief Nursing Officer, St Otteran's Hospital, Waterford.

STUDENT NURSES - 1 SEAT

Gillane Deirde, School of Nursing, Cork Regional Hospital.

* Ms Finola O'Sullivan was co-opted in October 1988 to fill the vacancy occasioned by the resignation of Ms Catherine Moloughney O'Sullivan.

**Mr George Power was co-opted in December 1988 to fill the vacancy occasioned by the resignation of Ms Patricia Mitchell.

INTRODUCTION

The Executive Council of the Irish Nurses Organisation and National Council of Nurses of Ireland present this Annual Report and Statement of Accounts for the year 1988/89 as an overview of the activities of the Organisation on behalf of our members and the nursing profession in general.

GENERAL REVIEW

"The services have taken a beating on many fronts: closure of beds in hospitals, failure to develop community services, failure to fill essential vacancies, allowing senior managerial staff to go under a voluntary redundancy programme without replacement, allowing essential nursing personnel to go under the same programme without replacement and, finally, the wholesale abuse of student nurses in running a major portion of the service."

This quote from the Organisation's pre-budget submission of January 1989 was a clarion call to the Government on behalf of a depleted health service.

Unfortunately, the call was ignored and the allocation for health services, in nett terms, was reduced further with the effect that the service was in crisis – as we predicted – by the end of May 1989.

As we go to print, the people have just voted in a General Election in which the main issue was the collapse of the health services. The Organisation's members in St James's Hospital (a first-class hospital according to the Minister for Health) are balloting on a 24-hour total work stoppage due to the continued failure of management to provide adequate staffing and the regular gross overcrowding in the accident and emergency department of the hospital. Staff of the Southern Health Board were notified in April that there were no further funds from which to pay their salaries and it took a direct Government intervention to overcome this crisis.

The long-awaited report of the COMMISSION ON HEALTH FUNDING has still not issued and, it appears, the Department of Health have taken a decision that nothing will be planned to rescue the health services until this report is at hand.

Meanwhile, the management and delivery of health services continues to be so severely cut back that the general public are openly expressing their concern for safety of relatives in hospitals.

Community care services, on the other hand, remain totally underdeveloped with the Department's own recommendations on public health nursing gathering dust, vacancies all over the country with no qualified Public Health Nurses to fill them and at the same time the majority of Health Boards refusing to second nurses to take the Public Health Nurse course!

Nurses looking to An Bord Altranais for support were left disconsolate when they were advised last December that An Bord had financial difficulties on such a scale that the resolution of these difficulties would take precedence over any other matters for the following twelve-month period at least.

In spite of this, the Organisation has made major progress in areas affecting its members, in particular the whole area of temporary nursing – a substantial number of temporary nurses have been or are being appointed to permanent posts.

The Report will also feature a detailed breakdown of salary adjustments which are presently on offer and represent, taken together, the first real increase for nurses over a several year period.

Membership of the Organisation continues to increase, despite the cutbacks and the level of activity among the Organisation's staff has led to improvement in conditions for substantial numbers of members with the resolution of a great number of local and regional problems.

The Organisation is proud of its record of achievement and representation on behalf of nurses in these times of severe restrictions in which our members and the profession generally continue, in face of all opposition, to work with the level of dedication, commitment and professionalism which so many have come to take for granted in Irish nurses.

AN BORD ALTRANAIS

The year under review has been what can only be described as an angry outcry from our members against the perceived failure of An Bord Altranais to provide the range of services promised when the Live Register Fee was introduced some three years ago.

In November 1988, the Organisation's Executive Council took a decision – without knowledge of the looming crisis in An Bord – to advocate payment of a reduced fee of £5 (from £25) for 1989 as a statement to An Bord of our total disillusionment with unfulfilled promises.

In December 1988, An Bord – without any prior consultation or without doing the Organisation the courtesy of being informed in advance – went to the Minister for Health and received sanction for an increase in the Retention Fee from £25 to £33.

The Organisation met the Chief Executive Officer (Mr Eugene Donoghue) and senior staff of An Bord to outline the reasons why we were recommending to our members to pay only £5.

An Bord outlined the stark choice facing them: they would not be in a position to provide any development of services because they were technically bankrupt! This was due to the fact that their bank had given them until March 1989 to clear debts totalling some £900,000 – some of which had been inherited from the previous Board, some of which had been generated by the collapse of the Central Applications Bureau and the overrun of expenditure on the Nursing and Computers Symposium held in June 1988.

When asked why the profession in general should pay these outstanding debts by way of an increased retention fee An Bord's response was direct: no one else will pay and the choice is pay up or the Board must go into liquidation.

In January 1989, the Organisation sought a meeting with the Minister for Health, as a matter of urgency, to discuss the crisis in An Bord. The Minister directed the Secretary of the Department of Health (Mr Flanagan) to meet the Organisation without delay and this meeting took place in the Department between, on the one hand, Mr Flanagan; Assistant Secretary, Mr Enright (also a member of An Bord); Assistant Secretary (Personnel), Mr John Hurley and on the other hand, the INO President, Ms B Butler; 1st and 2nd Vice Presidents – Ms Monaghan and Ms Craughwell; the General Secretary, Mr P J Madden; the Deputy General Secretary, Ms H Marchant, and the Industrial Relations Executive, Mr Liam Doran.

The meeting was frank and the Secretary of the Department indicated that the Minister would not bail out An Bord under any circumstances. The choice was that the Bord become self-financing over the next five years or the Department would be left with no alternative but to recommend to the Minister that the Bord be dissolved and/or reduced in size to a Bord of civil servants who would run the regulatory affairs.

What this would mean – as was explained throughout the country at various INO meetings – was that a nominated Board would replace an elected Board (and might have no nurses at all), student nurse training might be interrupted or cease for a period of some years and, ultimately, the new statutory Board would impose a much higher retention fee in order to clear the debt and begin an expansion programme.

Taking all these matters into account the Organisation had two subsequent – and very difficult – meetings with An Bord which were attended by the President of An Bord, Sr Columba McNamara and the Vice President plus other members of An Bord in addition to the Chief Executive Officer and his senior staff.

The outcome of the meeting has been well documented and the Organisation ultimately agreed to recommend to its members the payment of a Retention Fee of £31 per annum. A framework for consultation / negotiation with the INO (and other Organisations) was put in place during these meetings and a first meeting, under the framework, has taken place.

An Bord gave a commitment that the financial statements for 1987 and 1988 would be together available for the Organisations's examination in July 1989. When the accounts have been examined the Organisation will decide whether or not questions should be addressed to the Public Accounts Committee of Dáil Eireann.

The financial crisis of An Bord overshadowed the other issues on which the Organisation continues to make representations – the quality of student nurse training; post-graduate courses; tutor / student ratios; return to nursing courses; third level status for student nurses; drugs administration policies; instruction / guidelines for intravenous additives and many other issues. In particular, the Organisation pressed An Bord to publicly state a case for nurses working in difficult situations. An Bord formally refused to do this stating that they had a public interest to protect and that such statement might initiate a fall off in public confidence in the quality of nursing!

STUDENT NURSES

The year under review saw the Organisation publicly claim, again and again, that student nurses were being exploited in terms of the reduction in their basic pay, the over-use of students for weekends and night duty work, the shortage of staff nurses / ward sisters for clinical training and the failure of An Bord Altranais to take account of the difficulties facing these students.

While there was success in the matter of achieving back-pay for several groups of students who had been denied appropriate payments – the Barrington's Hospital students, referred to later, are a good case in point – the overall situation of student nurses is totally unacceptable to the Organisation. A pledge is given that the INO will continue to fight for the full restoration of pay, an improvement in working conditions with guarantees that the required training modules are met in full.

MEETINGS WITH THE DEPARTMENT OF HEALTH

Throughout the year, many meetings took place with various senior officials of the Department of Health. The INO participated in some of these meetings as part of the Alliance of Health Service Unions.

It would be recorded that, whatever the areas of disagreement remaining, the Assistant Secretaries of the Department of Health have always been readily available to meet with and discuss issues with the Organisation.

Issues presently under discussion with the Department include status of Nurse Managers; the role and function of An Bord Altranais; nurse / patient ratios; budgetary control by Nurse Managers; career breaks; long-term temporary nurses (which is dealt with in detail under a separate heading); international nursing affairs (the Vienna Conference of June 1988 refers).

The Department has officially refused to make the 'Stress in Nursing' Study Report available to the Organisation stating that they have referred the analysis in the Report for independent examination in order to check the validity of conclusions drawn.

STAFF PANEL / NATIONAL JOINT COUNCIL

The Organisation was represented at all meetings of the Staff Panel and the National Joint Council during the year. In this forum, claims were lodged, progressed to Conciliation and Arbitration, and a watch was kept on the advancing of claims by various other Unions.

Participation in the Staff Panel ensures that the INO is aware of, party to and able to benefit from claims lodged by other Organisations. During the year the General Secretary was re-elected Vice Chairman of the Staff Panel.

On the broader front, the Organisation continues to play an active role in the Alliance of Health Unions. This Alliance, which was initially established as an extension of the Staff Panel, for the purposes of dealing with the cutbacks, continues to monitor the cuts and participate in direct talks with the Department of Health. One of the tangible results of such talks is the advance made in the area of long-term temporary nurses, whereby some 2,000 posts have now been converted from temporary to permanent and there is an expectation that in the coming twelve months at least another 1,500 will likewise be converted. The Organisation's role in the Staff Panel and Alliance should not be underestimated.

SUB-COMMITTEES OF EXECUTIVE COUNCIL

Following Annual Conference 1988, the Executive Council formed five special sub-committees which met on four occasions to focus on the principal issues arising from Conference Motions and to highlight areas of policy which needed to be developed in light of present conditions. The committees were:

Community Health;
Basic and Post Basic Nurse Education;
Gradings and Differentials;
Clinical Practice;
Salaries / Working Conditions.

Each committee made a comprehensive report to the Executive Council at the May 1989 meeting and the Executive Council will take cognisance of the findings of each committee when participating in Conference 1989 in order to develop a more cohesive policy programme for the future.

NURSES UNION OF IRELAND

Throughout the year the Organisation maintained a constructive and open relationship with the Nurses Union of Ireland and formally endorsed their application for a full negotiation license which was granted by the Minister for Labour in August 1988.

Talks are under way to prepare for the eventual amalgamation of both bodies in order to offer nurses a comprehensive all-round service by a professional Trade Union.

OTHER ACTIVITIES

As a result of continued pressure from the Organisation the added voluntary contribution scheme was extended to include Voluntary Hospitals. This scheme makes it possible for staff who would otherwise retire on a reduced pension and lump sum to enhance their benefits through the payment of additional contributions.

Officers of the Organisation and the Irish Matrons Association have had formal discussions and regular informal contacts continue on a required basis.

Likewise, informal contacts are maintained with the Irish Medical Organisation and, as required, policy information is exchanged to the mutual benefit of both bodies.

The Organisation sought meetings with Political Party Spokespersons on Health to outline their concerns in order that the political debate might be better informed. The Fine Gael Spokesperson met with the Organisation for a detailed review of the situation.

A meeting took place at Head Office with members of the Organisation who are also members of An Bord Altranais. A similar meeting took place with INO members on Health Boards. Meetings of this nature serve to broaden the perspective of such members and keep the Organisation informed of various developments.

The Psychiatric Nurses Association approached the Organisation with a view to exploratory talks on a possible future relationship. Two constructive meetings have taken place and further meetings are expected.

Relationships with the Royal College of Nursing – particularly in Northern Ireland – are excellent and the General Secretary spoke at a Seminar there last November. He also chaired an all-day workshop for voluntary officers of the College.

PRE-BUDGET SUBMISSION

The Organisation presented a comprehensive pre-budget submission to the Minister for Finance in January 1989. The Organisation's concerns were concisely outlined in this submission and a study of it will indicate that little has changed in the meanwhile. The submission is attached to this Report as Appendix 1.

PAY

The second phase of the 26th Pay Round which is incorporated in the Programme for National Recovery, agreed between the Government, Federated Union of Employers, Farming Organisations and the Irish Congress of Trade Unions in October 1987, was paid on 1 January 1989 and amounted to 2.5% approximately.

The third and final phase of a further 2.5% falls due for payment on 1 January 1990.

The exact format of any subsequent national pay agreement is not yet known but at present it is thought that a further document encompassing not only pay but also taxation, job creation and general infrastructural development is thought likely.

SPECIAL PAY CLAIMS

The question of the implementation of special pay increases within the Public Service is the subject of ongoing debate between the social partners.

At present all Branches are being asked to convene meetings to discuss the following Draft Agreement which is currently on the table following earlier discussions. The effects of this Draft Agreement on our special pay claims of 6% and 10% would be as follows:

- (a) 6% Pay Claim:
This would be paid in the following manner:
2.4% – 1 July 1989; 1.8% – 1 April 1990; 1.8% – 1 October 1990.
- (b) 10% Pay Claim:
This would be paid in the following manner:
4% – 1 May 1991; 3% – 1 March 1992; 3% – 1 September 1992.

The overall effect of this phasing arrangement would mean that the core relationship between the Staff Nurse and the Clerical Administrative Grade IV would be re-established.

The Draft Agreement allows nurses to benefit under the two clauses which allow for special pay increases and it should be noted that nurses are the only grade which are earmarked to having increases under both clauses.

However, the Agreement also states that only one claim can be processed under each method and the Organisation is at present involved in discussions with the Management side in order to ascertain payment dates for various claims that we have in the pipeline, or are awaiting adjudication in the near future.

CLAIMS – STATUS REPORT

- (a) *Superintendent Public Health Nurses – Salary / Annual Leave Claim for Parity with Grade VII Administrative Officer:*

The Statement of Case on the above claim has now been submitted to the Management Side and a counter-statement is awaited. A full Arbitration Hearing should take place before September.

This is one of the claims for which we are seeking clarification regarding its status under the Draft Special Pay Agreement mentioned earlier in this Report.

- (b) *Four Claims regarding Post Basic Nursing:*

A Draft Arbitration finding on the following claims has issued:

- (1) Time on Post Registration Courses should reckon for incremental credit;
- (2) Pay for Post Registration Courses should be not less than the minimum of Staff Nurse scale;
- (3) Qualification Allowance should be retained even when that qualification is not in use;

- (4) Dual Qualification Allowance should be paid in General Hospitals and Mental Handicap Centres to nurses registered in any two of the three divisions of the Register maintained by An Bord Altranais.

The draft finding was as follows:

1. The first claim should be conceded but only to the extent of a maximum of two increments and only in respect of training courses commencing after 1 January 1989.
2. In relation to the second claim the new scale should be £8,250 for the first six months and thereafter £8,750.
3. The third claim should not be conceded.
4. The fourth claim, that is to say the claim in respect of the dual allowance, is reasonable and ought to be conceded.

Further clarification has been sought regarding this draft finding because, under its strict implementation, nurses with the sick children's qualification and / or the midwifery qualification would not benefit under the dual allowance and therefore lose about £260 per annum. At the time of this Report a reconvened Arbitration Board meeting is pending and details will be communicated to all members as soon as they become available.

(c) *Coronary Care / Casualty Allowance:*

A claim has been lodged with the Labour Court for the payment of the special allowance to all nurses working in coronary care and casualty units.

At present, the circular only speaks of payment of this allowance to nurses working in intensive care units and it has become clear that some hospitals are trying to evade their responsibilities under this allowance by referring to intensive care units as coronary care units and it is quite clear that the Department of Health support the various employers in this stance.

It has, therefore, been decided to pursue payment of this allowance with one Voluntary Hospital under the Labour Court and proceed with the claim even if the Management Side refuses to agree to such a referral.

(d) *Infection Control Officers / Claim for Parity with Assistant Matrons:*

The Organisation is presently preparing a Labour Court submission and it is hoped that a Court Hearing will be held before the end of July.

(e) *39-hour Week:*

In line with the agreement laid down in the Programme for National Recovery, discussions have now commenced on the introduction of a 39-hour week for nursing staff. A working committee has been formed which, in turn, has decided that a small four-person working group should investigate the effects of the 1-hour reduction on various types of institutions around the country, i.e. General Hospital, Psychiatric Hospital, and Welfare Home. The Irish Nurses Organisation is represented both on the working committee and the working group and it is expected that a report should be completed within 3 months.

As you will be aware, the Irish Nurses Organisation's preferred option on the 1-hour reduction is that it should be given in the form of annual leave so that nurses can really appreciate and benefit from the extra time off.

(f) *35-hour Week:*

Members will recall that in the Arbitrator's finding on this claim, issued on 30 June 1988, it was stated that no final decision would be made at this time, but the Arbitration Board could be reconvened at the request of the Staff Side after 1 January 1989.

In line with this, the Organisation has sought the reconvening of the Arbitration Board but in response the Arbitrator has said " ... discussions between the Government, FUE, Cif, and ICTU on a general framework for a reduction of working hours are at an advanced stage. In these circumstances I do not think that the Arbitration Board should be convened yet though obviously the position should be kept under constant review."

In other words the Arbitration Board on the 35-hour week can only be reconvened when discussions are complete in relation to the introduction of a 39-hour week for nursing staff.

It is our intention to continue to pursue the 35-hour claim.

TEMPORARY NURSES

Throughout this year the Organisation has been involved in a joint exercise with the Management Side aimed at reducing the number of temporary staff employed in the health service.

Phase one of this exercise involved the making permanent of 850 posts which were previously filled in a temporary capacity. Phase two involved the conversion of a further 1,100 posts. The nett result of these two initial agreements has been the conversion of approximately 1,100 nursing posts which had been filled in a temporary basis over the last number of years.

Discussions have now begun on phase three of this exercise with the Irish Nurses Organisation having two main outstanding demands:

- i) The granting of incremental credit to temporary nurses;
- ii) The granting of permanency to nurses whom, to date, have been employed in excess of two years.

Members should note that the Management Side has stated that in return for improvements affecting temporary nurses they will seek agreement to the introduction of greater numbers of part-time staff in the health service together with the greater use of contract employment with the nett result of a reduction, over a long-term period, in the number of permanent posts within the whole health service.

Further detailed discussions will shortly commence on all aspects of temporary employment and the Irish Nurses Organisation's policy remains that all permanent posts which fall vacant should be filled immediately and that the minimum number of temporary staff should be employed at all times.

CAREER BREAKS

On 30 March of this year, the Department of Health issued a new circular concerning the application of the Career Break Scheme to persons within the health service.

The main idea behind the new circular is to curtail the numbers of persons availing of career breaks because it is now accepted that the service has suffered through the loss of experienced personnel under the scheme.

The most important sentence in the revised circular reads as follows:

"The Minister . . . has decided that, except for areas in which there is an identified surplus of staff, career breaks will henceforth be available only for child-rearing and certain other domestic purposes (e.g. care of a sick relative) and also for educational purposes."

This circular and its new terms may well restrict the application of career breaks within nursing as it is now accepted that it is extremely difficult to find replacement staff, with the necessary experience and skill, at short notice and therefore employers may now refuse career breaks. All members are requested to contact their Regional Organiser whenever they are making application for a career break under the terms of the new circular.

MISCELLANEOUS

Barrington's Hospital, Limerick

The Organisation has just concluded negotiations with the Management in St John's Hospital on behalf of the Management in the now closed Barrington's Hospital on the question of an ex-gratia payment to all ex-Barrington's nursing staff due to the fact that they have been paid incorrect premiums since 1981.

The nett result of these discussions has been that all members who were paid incorrect monies have now received an ex-gratia payment in lieu of the loss.

Cregg House, Sligo

During the year, the Organisation also succeeded in obtaining the sleeping-in allowance for members employed in the above Mental Handicap Centre who are obliged to sleep-in in hostels which have been opened throughout the area.

The issue was decided at a Conciliation Conference, under the auspices of the Labour Court, and the Organisation is now anxious to seek the application of this agreement in all other Mental Handicap hostel environments.

Holles Street Hospital

The Organisation, early in 1989, succeeded in obtaining in the Labour Court a sum of money for twenty-one student midwives who had previously been paid the sum of £50 per month during training.

The Labour Court recommended that 50% of the loss should be made good to these people and a satisfactory agreement has now been reached on their behalf.

Voluntary Redundancy / Early Retirement Scheme

Following detailed negotiations, involving this Organisation and the Alliance & Health Service Unions, the scheme has now been withdrawn from general application. However, in any situation of rationalisation the scheme may be used by Employers to facilitate a more cost-effective environment and to allow them live within their annual allocation.

The Organisation's policy with regard to this scheme remains clear – that is, all nursing posts are essential and no nurse can be let go without replacement.

INTERNATIONAL AFFAIRS

International Council of Nurses (ICN)

The meeting of the Council of National Representatives of ICN and Quadrennial Congress was held in Seoul, South Korea, from 28 May – 2 June 1989. Ms Bridget Butler, President, and Mr P J Madden, General Secretary, represented the INO at this meeting.

The theme of the congress was "NURSING – A NEW TOMORROW" and the keynote address was delivered by Dame Nita Barrow who called on nurses to participate in the power process up to an including Government level.

Fifty-seven countries were represented at the Council where a new position statement on Nurse Administration, Nurses and Torture, Nurses and the Death Penalty and The Changing Role of the Nurse were adopted.

Standing Committee of Nurses of the EC (PCN)

This committee has met twice during the year – in Lisbon in October 1988 and in Copenhagen in April 1989. An item strongly debated at each meeting was the proposed amalgamation of this committee with the European Nursing Group to form a group representative of the wider Europe. This was finally agreed at the April 1989 meeting and a timetable prepared. A working group represented by UK and Ireland have met once and two further meetings are scheduled to prepare a draft constitution. It is hoped that the final meetings of the existing groups and first meeting of the new group will take place in October 1990.

Other items discussed at the meetings were Primary Health Care in Europe, the Home Nursing Module in General Nurse Training and reports from member countries. The general unrest in some European countries was discussed – there have been strikes in France and demonstrations in Germany, the Netherlands and Belgium in recent months about salaries and conditions of service. Hilary Marchant, Deputy General Secretary, is currently Honorary Secretary of this committee.

European Nursing Group (ENG)

The statutory meeting of the European Nursing Group was held in March 1989 in Berne, Switzerland. Again, at this meeting the proposed amalgamation with PCN was discussed in depth and agreement in principle was reached. The composition of the working group was not agreed at this meeting but was finalised at the PCN meeting in April and the ENG representatives will be from Switzerland and Luxembourg.

Other issues debated at this meeting were the report from the delegate of ENG at the Council of Europe; the report of the President of ENG; discussion of motions for debate at the forthcoming ICN Congress in Seoul and reports from member countries.

EC Advisory Committee on Training in Nursing

This year completed the final year of the three-year term of office of the Committee.

Due to budgetary restrictions imposed by the Commission, which limited the number of meetings of the Committee and its working groups, only one meeting took place during the year. In all three meetings were held during the Committee's term of office.

The Paediatric Nursing Directives were adopted by the Committee and have been forwarded to the Commission of the European Communities as also are the Psychiatric Nursing Directives. It is expected that both Directives will be adopted in 1990 after consideration by Governments of the Member States. In view of 1989 being European Information Year on Cancer, the Advisory Committee on Training in Nursing created a working party from among its members, one from each Member State to look in detail at the "present situation as regards training for Nurses in Cancer in the European Community".

Our representative was Miss Elizabeth O'Dwyer. The report was completed and adopted by the Commission. This report is factual and will be a guide for the training of Nurses both at basic and post basic level. Copies are available.

The Committee also considered a working document on "Guidelines on ways of reducing the gap between theory and practice in programmes leading to qualifications as a Nurse responsible for general care". Work has yet to be completed in this area.

Another important area which is being investigated by the Advisory Committee is the extent to which general care student nurses receive training in primary health care nursing. Primary health care is without doubt a development area in Member States of the European Community and the increasing importance of the nurse's role in this field is being recognised.

The present Advisory Committee's term of office is now completed and the new Committee will take up office in 1990.

EC Advisory Committee on the Training of Midwives

The Plenary meeting of this Committee scheduled for May 1989 has been deferred to 19 and 20 September 1989.

The Working Party has now prepared its report and recommendations on:-

- 1) The education entry standard for the training of midwives;
- 2) The duration of midwifery studies following nurse training.

This report will be presented to the Advisory Committee in September.

EC Liaison Committee of Midwives

A meeting was held in Rome on 10 and 11 June 1989.

All countries were represented except Greece, Portugal and Luxembourg.

Reports were received from each member country present on the EC Midwifery Directives and other relevant European matters.

A survey on the activities, responsibilities and independence of Midwives within the EC will now proceed. This will involve representatives of the Competent Authorities, practising midwives and midwives in charge of maternity units or services.

Questionnaires had been sent to experts from the Competent Authorities in each member state and replies were awaited.

MATRONS, ASSISTANT MATRONS, HOME SISTERS AND NIGHT SUPERINTENDENTS SECTION

Honorary Officers:

Chairperson:	Maeve Keane
Vice-Chairperson:	Augusta Fitzsimons
Hon. Secretary:	Patrick J Cleary

The section held four meetings during the year at each of which the attendance was small. Among many items discussed at section meetings were: cutbacks in the health service, An Bord Altranais (Retention fee - services to nurses), student nurse training, temporary nurses, reduction in the working week.

NURSE TUTORS AND CLINICAL TEACHERS SECTION

Honorary Officers:

Chairperson:	Margaret McCarthy (to Feb. 1989) Sr Triona Harvey (from Feb. 1989)
Vice-Chairperson:	Judith Chavasse (to Feb. 1989) Margaret McCarthy (from Feb. 1989)
Hon. Secretary:	Nora O'Callaghan
Asst. Hon. Secretary:	Sheila Byrne

The section has met four times during the year and the attendance greatly improved since the presentation of an educational talk following the business meeting. The position of the student nurse in light of health service cutbacks has continued to be one of the main topics for discussion as has the salary and annual leave of nurse teachers. Sister Triona Harvey, UCD, presented a paper on Information Technology at the October 1988 meeting; Geraldine McCarthy from Cork Regional Hospital was the speaker at the meeting in February 1989 at the Mater Hospital and presented a resumé of her work on 'Student Nurses - biographical, educational, motivational and personality characteristics' and in May 1989 the speaker was Patrice O'Sullivan who presented her research proposal on 'The Early Careers of Nurses in Ireland'. All these papers were much appreciated by the members present and it is hoped that the continuance of this format will encourage more nurse teachers to attend meetings.

MIDWIVES SECTION

Honorary Officers:

Chairperson:	Joan Fitzgerald
Vice-Chairperson:	Dympna Hassett
Hon Secretary:	Ann L Mulhall

Four meetings of this section were held during the year and the section also planned the programmes for the Resuscitation of the Newborn Course and the Midwifery Refresher Course. The former was held in the Coombe Lying-In Hospital in March and was very successful. The Midwifery Refresher Course was reduced to one day, again in the Coombe Lying-In Hospital in April and 47 midwives from most parts of the country attended. Issues discussed at meetings included An Bord Altranais Midwives Rules, provision of refresher

courses for midwives, community midwives, cutbacks in the health service and effects on maternity services and midwifery staff.

The section plan to hold a Research and Midwives Conference in November 1989.

A meeting of the EEC Liaison Committee of Midwives was held in Rome, June 10-11, 1989. Representatives from the INO Midwives Section were Ita O'Dwyer, President of the Committee and Anna Monaghan. Ms Monaghan also attended the last meeting of the EEC Advisory Committee on Training of Midwives in May 1989.

OPERATING THEATRE NURSES SECTION

Honorary Officers:	Chairperson:	Eileen Malone
	Vice-Chairperson:	Joan Wilmot
	Hon Secretary:	Oonagh Ryan

The section met four times – twice in Dublin, in Kilkenny and Waterford with good attendances at all. The main issues addressed were An Bord Altranais Retention Fee, shorter working week, salaries and cutbacks in the health service.

The sub-committee preparing a document on Safety Measures in Theatre continued to meet approximately monthly and are nearing completion of the task. Two members of the section attended the AORN Conference in California in February 1989 and a number of others will travel to Vienna for the World Conference of Operating Room Nurses in August 1989. Several members also attended the NATN Congress in Harrogate in October 1988.

A committee also met with representatives of An Bord Altranais, Faculty of Anaesthetists RCSI; Association of Anaesthetists of Great Britain and Ireland to discuss the implementation of a post registration course in Anaesthetic / Recovery Room Nursing.

SECTION FOR REGISTERED NURSES OF THE MENTALLY HANDICAPPED

Honorary Officers:	Chairperson:	Evelyn McLoughlin
	Vice-Chairperson:	Mary Ryan
	Hon Secretary:	Thérèse Danaher (to Dec. 1988) Thérèse McLoughlin (from Dec. 1988)

Four meetings were held during the year with a small attendance at each. Matters discussed included cutbacks in the health service, An Bord Altranais Retention Fee, student nurse issues, post-registration courses, annual leave and hostels. The practice of having an educational input following meetings has proved to be successful.

PAEDIATRIC NURSES SECTION

Honorary Officers:	Chairperson:	Brenda Hickey (to March 1989) Elizabeth Guinan (from March 1989)
	Vice-Chairperson:	Margaret Kyne
	Hon Secretary:	Maureen Magee

The section held two meetings during the year under review – the Day Conference planned for October 1988 was cancelled due to lack of support.

Items discussed at the section meetings were again mainly concerned with cutbacks in the health service as well as An Bord Altranais Retention Fee, temporary nurses, pay, job sharing and Europe Against Cancer 1989.

SUPERINTENDENT AND SENIOR PUBLIC HEALTH NURSES SECTION

Honorary Officers:	Chairperson:	Sheila Armstrong
	Vice-Chairperson:	Pauline Boland
	Hon Secretary:	Mary Barrett (to Dec. 1988) Monica Sheehan (from Feb. 1989)

The section met four times during the year in question and the main items discussed at the meetings were career breaks, job sharing, An Bord Altranais Retention Fee – review of Senior Public Health Nurse posts, locum cover, annual leave, Superintendents' pay claim, Public Health Nursing Course.

PUBLIC HEALTH NURSES SECTION

Honorary Officers:	President:	Pauline Boland
	Vice-President:	Barbara Haslam (from April 1989)
	Hon Secretary:	Mary Sheeran (to April 1989) Anne Winters (from April 1989)

The Annual General Meeting of the Section was held on 22 April 1989 at the Gresham Hotel, Dublin where the venue and lunch were kindly sponsored by Proctor and Gamble. There were only approximately fifty public health nurses at this meeting at which the topics discussed included pay, temporary nurses, job sharing, shorter working week, RGN's in the community, filling of Senior Public Health Nursing posts, career breaks and the changing role of the Public Health Nurse.

OCCUPATIONAL HEALTH NURSES SECTION

Honorary Officers:	Chairperson:	Mary McGee
	Vice-Chairperson:	Joan Douglas
	Hon Secretary:	Bridie Crowley

The section held four meetings during the year with increasing attendance of new members. Topics addressed included Safety, Health and Welfare at Work Legislation, Multidisciplinary Course UCD, An Bord Altranais Retention Fee.

A successful Day Conference was held on 20 May 1989 in the Pillar Room, Rotunda Hospital. Topics addressed included Health/Safety Legislation, Immunisation Programme in the Workplace, No Smoking Policy, Stress Management and Employee Assistance Programmes.

EMERGENCY AND GENERAL NURSES SECTION

Honorary Officers:	Chairperson:	M Lally
	Vice-Chairperson:	N Roche
	Hon Secretary:	H Cronin

The section met in June 1989. Concern was expressed by members placed in the invidious position of being sent on cases while not being informed of the true diagnosis of the patient.

Discussion took place on the non availability of the Hepatitis B Vaccine and the supply of protective clothing to nurses.

Meetings have been arranged with the Department of Health and the IMO to discuss the above.

Revision of the Fee Cards was agreed to include a fee for Escort Duties.

INO NEONATAL NURSING ASSOCIATION

Honorary Officers:	Chairperson:	Mary O'Donoghue
	Vice-Chairperson:	Mary Higgins
	Hon Secretary:	Rosemary Roy

The section has held two meetings and would like to recruit members working in Neonatal Units in the country so that issues in common can be discussed. A Day Conference is being planned for October 1989 for which sponsorship has been obtained and topics to be addressed include: Fluid and Electrolyte Balance in the Neonate; Ethical Issues in the Neonatal Unit; Infection and use of Antibiotics.

INO NURSING ASSOCIATION FOR THE ELDERLY

There were no meetings or activities during the year under review.

IRISH NURSES REST ASSOCIATION

Two members from each of the following Organisations are represented on the committee: The Irish Nurses Organisation and the National Council of Nurses of Ireland, Irish Guild of Catholic Nurses, Irish Matrons Association and Superintendent Public Health Nurses Association. The INO representatives for 1988-1989 are Joan Fitzgerald, Executive Council Member and Hilary Marchant, Deputy General Secretary.

DUBLIN BRANCH COMMITTEE FOR RETIRED NURSES

This committee entertains approximately 100 retired nurses to a Christmas Dinner and Summer outing each year. Funds this year were raised by a donation from Anna Monaghan, 1st Vice President and Principal Midwife Teacher, Rotunda Hospital, from sponsorship in the Dublin City Marathon and from a successful cookery evening at the Irish Meat Centre.

The committee would always be grateful to receive fund-raising ideas or, better still, funds to help defray expenses in entertaining our retired colleagues.

AFFILIATIONS

The INO is affiliated to:

- a) i) **National**
Staff Panel of the Local Government Conciliation and Arbitration Scheme.
Representatives: A Monaghan, 1st Vice-President INO; M McCarthy, Council Member; P J Madden, General Secretary; Hilary Marchant, Deputy General Secretary; Liam Doran, Industrial Relations Executive; Lenore Mrkwicka and John Delamere, Regional Organisers.
- ii) **National Joint Council**
Representatives: P J Madden, General Secretary; Liam Doran, Industrial Relations Executive and Lenore Mrkwicka, Regional Organiser.
- iii) **Alliance of Health Unions**
Representatives: P J Madden, General Secretary; Liam Doran, Industrial Relations Executive, and John Delamere, Regional Organiser.
- b) **International**
International Council of Nurses
The Midwives Section of the INO is affiliated directly to the International Confederation of Midwives.

Ms H Marchant, Deputy General Secretary, is Liaison Officer for International activities.

BENEVOLENT FUND

Our thanks are due to the following who subscribed to the Benevolent Fund between 1 July 1988 and 30 June 1989:

	£
Wicklow Branch	100.00
Ms K Gilmartin	3.00
Ms C Thornton	4.00
Laois Branch	100.00
	<u>£207.00</u>

Grants from the Benevolent Fund amounted to £1,237.50 for the same period.

FINANCIAL SERVICES

During the year a comprehensive new package of services was launched by Savings and Investments. The range of services – and the back-up professional advice from the company – available to members is unequalled by that available to any other Organisation at this time. It should be emphasised that the services are offered to our members as optional extras and no member is obliged to take out any such services either with Savings and Investments or any other Agency. Nevertheless, the Organisation believes that our members should have the best range of options available at all times.

In this regard, also, Mercantile Credit have improved the personal loans' scheme which is particularly geared towards our members.

Other schemes will be offered as they become available and are approved by the Executive Council.

PUBLICATIONS

World of Irish Nursing:

Editorial Board: A Monaghan, J Fitzgerald, A Mulhall, A M I O'Dwyer

During the past twelve months a number of topics were addressed and reported in the World of Irish Nursing including:

Tomorrow's Teachers – A New Orientation;
Accountability – Professional Competence;
Future Developments in Irish Nursing;
Caring for Children with Aids;
The Management of Burns and Scalds in Children;

Coping with Change;
Nursing Function and Computer Support;
Communication Skills of Nurses.

In addition to the World of Irish Nursing regular circulars to Nurse Representatives and Branch Officers issued from the General Secretary and Industrial Relations Executive to ensure that members were fully briefed on issues as they developed.

SECRETARIAT

General Secretary:
Deputy General Secretary:
Industrial Relations Executive:
Administrative Secretary:

P J Madden
Hilary Marchant
Liam Doran
Dorothy Mullarkey

Regional Organisers:
Eastern Health Board Area:
Midland and North Eastern Health Board Areas:
Southern and South Eastern Health Board Areas:

John Delamere
Lenore Mrkwicka
New Regional Organiser to take up
office in August 1989

North Western and Western Health Board Areas:
Southern and Mid-Western Health Board Areas:
Regional Organiser with responsibility for Students:
Book-keeper:
Personal Assistant to General Secretary:
Secretarial Assistants:

Cora O'Rourke
Eileen Daly
Moya O'Byrne
Mary Corr
Ann Keating
Phyllis Foody
Edel Bose
Helen O'Connell
Kevin Downey
Una O'Brien
Dolores Proudfoot
Catherine Hopkins
Marian Godley (currently on leave
of absence)

Records Officer:
Accounts Clerks:

Telephonist / Receptionist:
Clerk Typist:

INO STAFF

We wish to express deep appreciation of the very hard work of the staff who have often been working under considerable stress both at Headquarters and at regional level during the year under review.

HONORARY OFFICERS

It gives great pleasure to have this opportunity to place on record our very sincere gratitude to all our Honorary Officers and Nurse Representatives for their generosity in giving of their time and talents and without whose excellent liaison work the INO could not develop. To those currently in office and to those who have now resigned we are most grateful. A list of current officers is included in this Report.

GOVERNMENT DEPARTMENTS, ETC

We formally express our appreciation of the courtesy shown to us by the Minister for Health and his Officials, by the Department of the Environment, the Department of Labour and other Government Departments, by Health Boards and other Health Agencies, by the Local Government Staff Negotiations Board and by Officers of An Bord Altranais.

THE PRESS, RADIO AND TELEVISION

We are grateful to the media for the generous coverage given to our activities during the year under review.

Signed: _____

Bridget Butler

President

P J Madden

General Secretary

**THE IRISH NURSES ORGANISATION & THE NATIONAL COUNCIL
OF NURSES OF IRELAND**

ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 1988

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AUDITORS' REPORT
to
THE MEMBERS OF THE IRISH NURSES ORGANISATION
& THE NATIONAL COUNCIL OF NURSES OF IRELAND

We have audited the financial statements set out on pages (iii) to (v) in accordance with approved Auditing Standards and have obtained all the information and explanations which we considered necessary.

In our opinion, proper books of account have been kept by the Organisation and the financial statements, which are in agreement therewith and have been prepared under the historical cost convention, give a true and fair view of the state of affairs of the Organisation at 31 December 1988 and of the surplus and source and application of funds for the year ended on that date and comply with the Companies Acts, 1963 to 1986.

15 June 1989

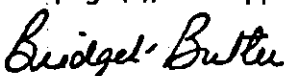
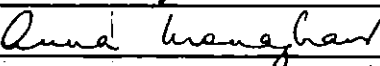
TOUCHE ROSS
Chartered Accountants

THE IRISH NURSES ORGANISATION & THE NATIONAL COUNCIL OF NURSES OF IRELAND

**GENERAL FUND INCORPORATING THE EDUCATIONAL FUND AND
BENEVOLENT FUND APPROPRIATION ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 1988**

	Notes	1988 IR£	1987 IR£
SURPLUS FOR THE YEAR BEFORE TAXATION	2	188,897	98,551
TAXATION	3	<u>(3,403)</u>	<u>(6,877)</u>
SURPLUS FOR THE YEAR AFTER TAXATION		185,494	91,674
EXTRAORDINARY ITEM	4	<u>-</u>	<u>80,158</u>
SURPLUS AFTER TAXATION AND EXTRAORDINARY ITEM		185,494	171,832
ACCUMULATED RESERVES AT BEGINNING OF YEAR		<u>182,370</u>	<u>10,538</u>
ACCUMULATED RESERVES AT YEAR END		<u>£367,864</u>	<u>£182,370</u>

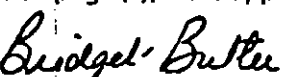
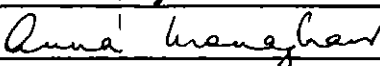
The financial statements, which include the notes on page (v), were approved on behalf of the Council on 15 June 1989.


Bridget Butler President

Anna Langan Vice-President

BALANCE SHEET AT 31 DECEMBER 1988

	Notes	1988 IR£	1987 IR£
CURRENT ASSETS			
Cash at Bank and on Hand		120,216	28,170
Building Society Investment		7,228	6,642
Debtors and prepayments		93,085	64,427
Expense Stocks		6,609	6,850
Government Securities (Market Value 1988 IR£53,867, 1987 IR£86,559)		<u>53,483</u>	<u>86,250</u>
		<u>280,621</u>	<u>192,339</u>
CURRENT LIABILITIES			
Creditors		49,200	157,191
Taxation payable		<u>1,930</u>	<u>628</u>
		<u>51,130</u>	<u>157,819</u>
NET CURRENT ASSETS		229,491	34,520
FIXED ASSETS	5	<u>353,156</u>	<u>362,633</u>
		<u>£ 582,647</u>	<u>£ 397,153</u>
REPRESENTED BY:-			
General Fund incorporating the Educational Fund and the Benevolent Fund Reserves			
Building Fund	6	<u>367,864</u> <u>214,783</u>	<u>182,370</u> <u>214,783</u>
		<u>£ 582,647</u>	<u>£ 397,153</u>

The financial statements, which include the notes on page (v), were approved on behalf of the Council on 15 June 1989.


Bridget Butler President

Anna Langan Vice-President

THE IRISH NURSES ORGANISATION & THE NATIONAL COUNCIL OF NURSES OF IRELAND

STATEMENT OF SOURCE AND APPLICATION OF FUNDS

FOR THE YEAR ENDED 31 DECEMBER 1988

	1988 IR£	1987 IR£
SOURCE OF FUNDS		
Surplus for the year before taxation	188,897	98,551
Adjustment for item not involving the movement of funds:		
Depreciation	<u>11,680</u>	<u>12,026</u>
Total funds generated from operations	200,577	110,577
Proceeds on sale of fixed assets	-	86,000
Decrease in Government Securities	32,767	-
Decrease in expense stocks	241	-
Increase in creditors	<u>-</u>	<u>110,162</u>
	<u>233,585</u>	<u>306,739</u>
APPLICATION OF FUNDS		
Decrease in creditors	107,991	-
Increase in expense stocks	-	759
Purchase of fixed assets	2,203	362,672
Tax paid	2,101	8,114
Increase in debtors	28,658	6,364
Increase in Government Securities	<u>-</u>	<u>86,250</u>
	<u>140,953</u>	<u>464,159</u>
INCREASE/(DECREASE) IN NET LIQUID FUNDS	£ <u>92,632</u>	£ <u>(157,420)</u>

Net liquid funds comprise cash on hand, building society and bank balances.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 1988**

1. ACCOUNTING POLICIES

(a) Accounting Convention

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

(b) Stock

Stocks have been valued at the lower of cost and net realisable value. Cost represents supplier's invoice cost.

(c) Fixed Assets and Depreciation

Fixed assets are stated at cost.

Depreciation is provided on cost to write off the assets over their estimated useful lives. The rates of depreciation are as follows:-

Freehold Premises	2% Straight Line
Furniture & Fittings	10% Reducing Balance
Office Equipment	10% Reducing Balance

(d) Leasing

Leasing charges are written off to the Income and Expenditure Account when incurred.

2. SURPLUS BEFORE TAXATION

**1988
IR£**

**1987
IR£**

The surplus before taxation is stated after charging:

Auditors' remuneration	3,000	3,000
Depreciation	11,680	12,026
Bank interest	<u>629</u>	<u>529</u>

and after crediting:

Bank deposit interest	5,280	16,147
Building Society interest	447	609
Government Security Interest	<u>3,993</u>	<u>1,660</u>

3. TAXATION

**1988
IR£**

**1987
IR£**

Based on interest and rents earned for the year

Corporation tax payable	<u>£ 3,403</u>	<u>£ 6,877</u>
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4. EXTRAORDINARY ITEM

**1988
IR£**

**1987
IR£**

Surplus on disposal of 23 Lower Leeson Street.	<u>£ -</u>	<u>£ 80,158</u>
--	------------	-----------------

5. FIXED ASSETS

	Freehold Premises IR£	Furniture and Fittings IR£	Office Equipment IR£	Total IR£
Cost				
At 1 January 1988	318,000	41,295	22,864	382,159
Additions	-	-	2,203	2,203
Disposals	-	-	-	-
At 31 December 1988	<u>318,000</u>	<u>41,295</u>	<u>25,067</u>	<u>384,362</u>
Depreciation				
At 1 January 1988	6,360	7,395	5,771	19,526
Charge for year	6,360	3,390	1,930	11,680
Disposals	-	-	-	-
At 31 December 1988	<u>12,720</u>	<u>10,785</u>	<u>7,701</u>	<u>31,206</u>
Net Book Value: 1988	<u>£ 305,280</u>	<u>£ 30,510</u>	<u>£ 17,366</u>	<u>£ 353,156</u>
Net Book Value: 1987	<u>£ 311,640</u>	<u>£ 33,900</u>	<u>£ 17,093</u>	<u>£ 362,633</u>

6. BUILDING FUND

This fund represents monies received from members over a five-year period to acquire a premises for the organisation. The premises was purchased in 1987.

7. LIMITED LIABILITY

The company is limited by guarantee. Each member is liable to the extent of one guinea in the event of the organisation being wound up.

**THE IRISH NURSES ORGANISATION & THE NATIONAL COUNCIL
OF NURSES OF IRELAND**

AUDITORS' REPORT ON ADDITIONAL INFORMATION

The additional information contained on pages (vii) and (viii) has been prepared from the books and records of the Organisation. This information has been subjected to the tests and other auditing procedures applied in our examination of the statutory financial statements of The Irish Nurses Organisation & The National Council of Nurses of Ireland for the year ended 31 December 1988.

In our opinion, in relation to the statutory financial statements taken as a whole, this information is fairly presented in all material respects.

15 June 1989

TOUCHE ROSS
Chartered Accountants

THE IRISH NURSES ORGANISATION & THE NATIONAL COUNCIL OF NURSES OF IRELAND
INCOME AND EXPENDITURE ACCOUNT INCORPORATING THE GENERAL FUND,
BENEVOLENT FUND AND EDUCATIONAL FUND
FOR THE YEAR ENDED 31 DECEMBER 1988

	1988 IR£	1987 IR£
INCOME		
Contributions	708,572	635,867
Benevolent Subscriptions	256	309
Seminars and Refresher Courses	9,593	8,763
Rents	1,080	133
Government Security Interest	3993	1,660
Deposit Interest	5,280	16,147
Building Society Interest	447	609
N.U.I. Services Rendered	2,000	-
Commission	894	-
	<u>732,115</u>	<u>663,488</u>
 EXPENDITURE		
Overseas and International Expenses	2,790	5,026
Office Equipment Maintenance and Repairs	9,338	8,385
Leasing - Office Equipment	2,683	2,680
Salaries	281,180	271,708
Benevolent Grants	1,316	1,016
Staff Superannuation	19,763	18,739
Rent and rates	3,500	2,881
Indemnity Insurance	57,455	61,684
General Insurance	2,822	2,101
Repairs and maintenance	5,749	536
Advertising, Stationery and Printing	12,320	22,103
Postage	27,610	30,426
Literature	1,545	1,457
Light and Heat	3,181	3,421
Telephone	18,059	18,173
Capitation and Affiliation Fees	6,134	7,300
Bank Interest and Charges	629	529
Audit and Accountancy	4,000	5,075
Organisation and Travel	33,044	32,974
Hire of Hotel Rooms for Meetings	364	1,039
Executive Council Expenses	3,410	5,826
Annual General Meeting	15,297	22,703
Branch Officers - A.G.M.	-	157
Depreciation	11,680	12,026
Sundries	1,139	1,743
Seminars	5,546	5,581
Nurses Representative Training		
Courses and Regional Meetings	4,029	1,382
Legal Fees	181	7,229
Architect's/Surveyor's fees	250	750
Badges written off	767	533
Branch Expenses	513	-
Grants to Branches	-	908
Subscriptions and donations	100	264
Cleaning expenses	6,429	5,962
Moving expenses	-	1,485
Staff development	395	805
Alliance of Health Unions	-	330
	<u>543,218</u>	<u>564,937</u>
 SURPLUS FOR THE YEAR BEFORE TAXATION	 <u>£ 188,897</u>	 <u>£ 98,551</u>

THE IRISH NURSES ORGANISATION & THE NATIONAL COUNCIL OF NURSES OF IRELAND

APPENDIX I – BENEVOLENT FUND

INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 1988

	1988 IR£	1987 IR£
INCOME		
Contributions	256	309
Building Society Interest	<u>447</u>	<u>609</u>
	703	918
 EXPENDITURE		
Benevolent Grants	<u>1,316</u>	<u>1,016</u>
 DEFICIT FOR YEAR	£ <u>(613)</u>	£ <u>(98)</u>

APPENDIX A

19 December 1988

Mr Albert Reynolds T.D.
Minister for Finance
Government Buildings
Upper Merrion Street
Dublin 2

Dear Minister

The Irish Nurses Organisation, in presenting this brief pre-Budget submission, call on you in the first instance to examine the allocations already determined by your Department for health services in the coming year.

Our view is simply and clearly that the allocation is inadequate.

We say this, not from a sectional interest point of view, but in the context of the already overburdened health services which are now, in many ways, so disorganised as to become cost ineffective.

The services have taken a beating on many fronts: closure of beds in hospitals, failure to develop community services, failure to fill essential vacancies, allowing senior managerial staff to go under a voluntary redundancy programme without replacement, allowing essential nursing personnel to go under the same programme without replacement and, finally, the wholesale abuse of student nurses in running a major portion of the service.

We are concerned that another year of further cuts will, in fact, see the complete breakdown of an organised public health service in this country.

From the particular standpoint of our Organisation you should be aware that there is a shortage of skilled nursing personnel leading to crises in various institutions throughout the country at this time. Many of our best nurses have emigrated due to the insecurity, working conditions, levels of pay and taxation which they found totally unacceptable.

Before making our own specific demands in this Budget submission, we wish to state that the Organisation supports the pre-Budget submissions of the Irish Congress of Trade Unions and the Conference of Major Religious Superiors in toto.

The connection between the continued high rate of unemployment, low levels of social welfare income and support for the unemployed and disabled, failure to develop school health services and preventive health programmes for children and adults, taken together all militate against good health. The vicious spiral of negative effect continues to affect and ensnare the poor who now constitute more than one third of our population.

The medical profession have recently made quite clear the basis on which they provide so much of their time and service to fee-paying patients – they cannot accommodate their public patients with resources which are reduced as a result of budgetary decisions.

We believe, along with the other social agencies and unions, that the spiral must be arrested and that this is the year in which it can best be done.

Our reason for saying this is that all the economic indicators are favourable, our currency is almost the strongest currency in the European Community band, foreign investment is continuing and our interest rates remain attractive while our rate of inflation remains very low.

The bonus to the Exchequer of the £500 million tax evasion intake in 1988 surely affords you the opportunity to return some of that money to those who have suffered over recent years while those who withheld it benefited to their own end through added interest and other profit-making ventures.

It is a time too when this type of money should be turned back into the community because the Irish Congress of Trade Unions have entered into a conservative agreement with your Government through which you can project the public pay bill with a certain amount of assurance for the coming year.

The collection of such a vast amount of hidden wealth surely is an indication that there is much more that can be done in this regard.

We emphasise the need to restructure the Corporate tax base in our nation in order to ensure that the Exchequer derives a more realistic return from venture capitalism – much of which is, in any event, funded directly or indirectly through Exchequer subsidies and job-support schemes.

There are also a continued number of specific incidences of tax outstanding which has not been collected, both nationally and regionally. I refer, of course, to the many self-employed persons who still have not paid taxes due. This includes some members of the farming community. Many of the same tax evaders are also guilty of failure to pay their health contributions which, in turn, see Health Boards in debt through situations over which they have little or no control since the statutory power to collect these monies is not clarified.

It is a sad commentary on our nation that the financial services sector continues to expand while the vast majority of our skilled workforce (including nurses) see no future in this country and continue to emigrate in large – too large – numbers each week.

We believe that the revenue base is there to ensure not just a good health service but an opportunity to research how that service might best be developed to serve all our people equally. From the recent publication, by your own Department, of "The Comprehensive Public Expenditure Programmes 1988" it can clearly be seen that the expenditure on health care in 1988 showed a reduction of £11 million over that of 1987. Taking into account the rate of inflation etc this represents a reduction of the nature of 4%.

It is clear that in 1989, based on the allocations declared, we are looking at at least a similar percentage reduction or some £20 million.

This is simply unacceptable and we ask you to personally intervene to ensure that the health vote is increased in the Finance Bill 1989.

Nurses, as the main element in the frontline delivery of health care, continue to suffer as the only major professional grouping required to work a 40-hour week (minimum) on rates of pay which, after taxation, grossly undercompensate them for this endeavour.

In this regard, together with other Trade Unions, we call on you to introduce, in this Budget, the recommendations of the Commission on Taxation which would see an improvement in real earnings for nurses and all other workers. In addition to the attraction to Employers this would also put money in the pockets of consumers, thereby improving the economy to everybody's advantage. I would stress, again, that any reduction in PAYE income can be more than adequately offset from the sources I referred to above.

Finally, Minister, we would ask you to take an initiative on behalf of Government to restore the pay of student nurses whose agreed pay scales were unilaterally cut by direct Government decision in 1987 and who are now expected to work, train and study in most difficult circumstances for what we regard as an insulting emolument. The value to the health services of a contented workforce at the bedside of a most vulnerable section of our society cannot be overstated. Accordingly, we require you to acknowledge that money will be provided to restore the proper salary for student nurses. I cannot emphasise enough the undercurrent of anger and ill-feeling (totally justified) that exists amongst this body of young and committed workers.

In conclusion, Minister, my Organisation believes that, as a first principle, a Government's social concern can be measured by the money it provides for the development of the broad range of social services which the dependant elements in our society need. We call upon you, in this your first Budget, to exercise a positive initiative on behalf of the under-privileged whom our members serve on a daily basis. We also call upon you to examine objectively, from an economic point of view, the value to the State of a comprehensive service – both in terms of the service element and the work being done by those employed to deliver that service.

I need not point out to a Minister for Finance that all those engaged in the health services provide a substantial revenue source to your Department and, in this manner, more than pay their way.

The Irish Nurses Organisation wishes you well in your post and looks hopefully to your Budget to see the health services restored to centre stage as a service which the Government can entrust to people like ourselves to administer without the continuing negative, uncertain, complicating and most debilitating public debates which we have engaged in for the past two years.

Yours sincerely



P J Madden
General Secretary

APPENDIX B

Revised Salary Scales, applicable from the 1 July 1989, will be issued under separate cover, to all members following sanction by the Minister for Health.

MILEAGE RATES

The following Mileage Rates were agreed with effect from 1 January, 1988 (Mileage Rates have not been changed since January 1985).

Official Mileage in a Mileage Year	Inclusive Rate Per Mile		
	Less than 10 H.P.	10-12 H.P.	12 H.P. and over
Up to 2,000 miles	0.4493	0.5190	0.6026
2,001 to 4,000 miles	0.4933	0.5714	0.6643
4,001 to 6,000 miles	0.2733	0.3094	0.3558
6,001 to 8,000 miles	0.2586	0.2919	0.3352
8,001 to 12,000 miles	0.2293	0.2570	0.2941
12,001 and upwards	0.2000	0.2221	0.2530

APPENDIX C

BRANCH OFFICERS – CURRENTLY IN OFFICE

BRANCH	CHAIRPERSON	VICE-CHAIRPERSON	BRANCH SECRETARY
ATHLONE	Ms B O'Shaughnessy St Vincent's Hospital Athlone, Co Westmeath		Ms Kathleen Samuels St Vincent's Hospital Athlone, Co Westmeath
ATHY	Ms Cecilia Hayden St Vincent's Hospital Athy, Co Kildare	Ms Margaret Moore St Vincent's Hospital Athy, Co Kildare	Ms Ann Cardiff St Vincent's Hospital Athy, Co Kildare
BALLINA	Ms Augusta McEvilly District Hospital Ballina, Co Mayo	Ms Marian Gillespie District Hospital Ballina, Co Mayo	Ms Ann Neary District Hospital Ballina, Co Mayo
BALLINASLOE	Ms Una Duignan Portiuncula Hospital Ballinasloe Co Galway	Ms Elizabeth McAvinia Portiuncula Hospital Ballinasloe Co Galway	Ms Margaret Burke Portiuncula Hospital Ballinasloe Co Galway
BALLYSHANNON (Donegal South West)	Ms Mary B Mullin Sheil Hospital Ballyshannon Co Donegal	Ms Bernadette McDermott Shiel Hospital Ballyshannon Co Donegal	Ms Mary McGowan Shiel Hospital Ballyshannon Co Donegal
BANTRY			Ms Mary Holland St Joseph's Hospital Castletownbere, Co Cork
CARLOW	Ms Kathleen O'Toole District Hospital Carlow	Sr Immaculata McCarthy Sacred Heart Home Carlow	Ms Elizabeth Grogan Sacred Heart Home Carlow
CARNDONAGH (Donegal)	Ms Sarah Grant District Hospital Carndonagh Co Donegal	Ms Ann T. McClure District Hospital Carndonagh Co Donegal	Ms Rita McCrossan James Connolly Centre Carndonagh Co Donegal
CASHEL	Ms Marian Hayes-Ryan Our Lady's Hospital Cashel, Co Tipperary		Ms Eileen Phelan Our Lady's Hospital Cashel, Co Tipperary
CASTLEBAR	Ms Mary Prendergast Cabaun Keel Achill Island, Co Mayo		Ms Marie Durkan General Hospital Castlebar Co Mayo
CAVAN	Ms Kathleen Donohoe Surgical Hospital Cavan		Ms Mary B. Gaffney St Joseph's Hospital Cavan
CLARE	Ms Ann Kennedy General Hospital Ennis, Co Clare		Ms Geraldine Phelan St Joseph's Hospital Ennis, Co Clare
CLONAKILTY/ SKIBBEREEN	Ms Marian Nealon St Anne's Hospital Skibbereen Co Cork	Ms Kathleen O'Sullivan St Anne's Hospital Skibbereen Co Cork	Ms Helena Kingston Mount Carmel Hospital Clonakilty Co Cork
CLONMEL	Ms Nora Doheny Nurse Tutor St Luke's Hospital Clonmel, Co Tipperary	Ms Angela O'Rourke Ward Sister St Luke's Hospital Clonmel, Co Tipperary	Ms Eileen Barry Staff Nurse St Joseph's Hospital Clonmel, Co Tipperary
CORK CITY	Ms Finola O'Sullivan Tutor Regional Hospital Wilton, Cork	Mr George Power Cope Foundation Bonnington Montenotte, Cork	Ms Patricia Harrington Cope Foundation Bonnington Montenotte, Cork

BRANCH	CHAIRPERSON	VICE-CHAIRPERSON	BRANCH SECRETARY
DROGHEDA	Ms Dymphna Walsh International Missionary Training Hospital Drogheda, Co Louth	Mr Kevin King St Mary's Centre Drumcar Co Louth	Ms Nancy Allen International Missionary Training Hospital Drogheda, Co Louth
DUBLIN	Ms Anne Cody Mater Hospital Eccles Street Dublin 7		Ms Mary McCarthy Meath Hospital Heytesbury Street Dublin 8
DUNDALK	Ms R O'Callaghan County Hospital Dundalk Co Louth	Ms Ann Neary St Oliver Plunkett Hospital Dundalk, Co Louth	Ms Kathryn Woods County Hospital Dundalk Co Louth
GALWAY	Ms Ann Martin Regional Hospital Galway	Ms Marian Tierney Regional Hospital Galway	Ms Pamela Davis Regional Hospital Galway
KILDARE	Ms Patricia Whittle County Hospital Naas Co Kildare	Ms Geraldine Hogan County Hospital Naas Co Kildare	
KILKENNY	Ms Barbara Schofield St Luke's Hospital Kilkenny		Ms Ann Marie Kelly St Luke's Hospital Kilkenny
KILLARNEY	Ms Kathleen Buckley St Columbanus' Home Killarney Co Kerry	Ms Nancy Dineen District Hospital Killarney Co Kerry	Ms Elizabeth R Coffey St Columbanus' Home Killarney Co Kerry
LAOIS	Ms Sarah Delaney General Hospital Portlaoise Co Laois		Ms Ann O'Brien St Vincent's Hospital Mountmellick Co Laois
LEITRIM (Carrick-on-Shannon)	Ms Sal Boyd St Patrick's Hospital Carrick-on-Shannon Co Leitrim	Sr DeLillis Gavaghan c/o St Patrick's Hospital Carrick-on-Shannon Co Leitrim	Ms Mary Lavin St Patrick's Hospital Carrick-on-Shannon Co Leitrim
LETTERKENNY	Ms Margaret Hynes Cloghanbeg Cloghan, Co Donegal	Ms Maura Strain General Hospital Letterkenny, Co Donegal	Ms Margaret T Costello St Joseph's Hospital Stranorlar Co Donegal
LIMERICK	Ms Mary Liston Gortboy Newcastlewest Co Limerick	Ms Mary Varley St John's Hospital Limerick	Ms Nora Mulcahy School of Nursing Regional Hospital Limerick
LONGFORD	Ms Carmel Gilhooly Tulcon Mohill, Co Leitrim	Ms Angela Davis 3 St Patrick's Terrace Longford	Ms Elizabeth McGuckian St Joseph's Hospital Longford
MALLOW	Ms Catherine Carroll Heatherside Hospital Buttevant Co Cork		Ms Mary Counihan District Hospital Mallow Co Cork
MEATH	Ms Maud Kieran Our Lady's Hospital Navan Co Meath	Ms Mary Duff Our Lady's Hospital Navan Co Meath	Ms Gráinne Coogan 27 Maple Drive Kells Co Meath
MONAGHAN	Ms Anne Phil Duffy Staff Nurse St Mary's Hospital Castleblayney, Co Monaghan		Ms Dymphna Graham County Hospital Monaghan

BRANCH	CHAIRPERSON	VICE-CHAIRPERSON	BRANCH SECRETARY
MULLINGAR	Ms Agatha McPartland County Clinic Mullingar Co Westmeath	Ms Teresa Toohey General Hospital Mullingar Co Westmeath	Ms Eileen Hughes General Hospital Mullingar Co Westmeath
OFFALY	Ms Mary O'Loughlin 42 Hophill Grove Tullamore Co Offaly		Ms Elizabeth Greene General Hospital Tullamore Co Offaly
ROSCOMMON	Ms Joan McDermott Welfare Home Castlereagh Co Roscommon	Ms Nora Higgins Sacred Heart Home Roscommon	Ms Audrey Hannon Sacred Heart Home Roscommon
SLIGO	Ms Mary O'Neill St John's Hospital Sligo	Ms Maresa Gilligan General Hospital Sligo	Ms Margaret Tonry General Hospital Sligo
TIPPERARY NORTH	Ms Margaret Bourke Matron Welfare Home Roscrea Co Tipperary	Ms Mary Lenihan Hospital of the Assumption Thurles Co Tipperary	Ms Teresa Purcell Community Care Centre John Street Nenagh Co Tipperary
TRALEE	Ms Elizabeth Gallivan General Hospital Tralee Co Kerry		Ms Elizabeth McCarthy General Hospital Tralee Co Kerry
WATERFORD	Ms Mairead Whittle Cooltegan Woodstown Co Waterford	Mr James Noel Duffin Ardkeen Hospital Waterford	Ms Brigid Flavin Ardkeen Hospital Waterford
WEXFORD	Sr Mary R O'Gorman Staff Nurse General Hospital Wexford		Ms Kathleen Nolan General Hospital Wexford
WICKLOW	Ms Ann McCarthy St Coleman's Hospital Rathdrum Co Wicklow		Ms Breda Synnott District Hospital Wicklow

APPENDIX D

SECTION OFFICERS – CURRENTLY IN OFFICE

GRADE	CHAIRPERSON	VICE-CHAIRPERSON	HON. SECRETARY
Matrons/Assistant Matrons/Home Sisters/Night Superintendents Section	Ms M Keane Matron St Mary's Hospital Phoenix Park Dublin 20	Ms S Fitzsimons Matron Eye & Ear Hospital Adelaide Road Dublin 2	Mr P Cleary Matron St Joseph's General Hospital Nenagh Co Tipperary
Nurse Tutors/ Clinical Teachers Section	Sr Triona Harvey Dept of Nursing Studies, UCD Earlsfort Terrace Dublin 2	Ms M McCarthy Nurse Tutor Meath Hospital Dublin 8	Ms N O'Callaghan 57 Oxmanstown Road Dublin 7
Midwives Section	Ms J Fitzgerald 10 Brookfield Road Kilmainham Dublin 8	Ms D Hassett St Munchin's Hospital Limerick	Ms A Mulhall 69 Kincora Road Clontarf Dublin 3
Operating Theatre Nurses Section	Ms E Malone Theatre Suptd. Beaumont Hospital Dublin 9	Ms J Wilmot Theatre Suptd. Blackrock Clinic Rock Road Blackrock, Co Dublin	Ms O Ryan Cool Gales Kilquade Co Wicklow
Section for Nurses of Mentally Handi- capped Persons	Ms E McLoughlin Cregg House Sligo	Ms M Ryan St Vincent's Centre Lisnagry Limerick	Ms Therese McLoughlin Staff Nurse St Joseph's Centre Clonsilla, Dublin 15
Emergency & General Nurses Section	Ms M Lally 151 Raheny Road Dublin 5	Ms N Roche c/o Ulster Bank House Blessington Co Wicklow	Ms H Cronin 3 Ard na Greine Tivoli Road Dun Laoghaire, Co Dublin
Paediatric Nurses Section		Ms M Kyne Ward Sister St Columcille's Hospital Loughlinstown Co Dublin	Ms M Magee 73 Eugene Street Dublin 8
Occupational Health Nurses Section	Ms M McGee 4 St John's Road Clondalkin Dublin 22	Ms J Douglas Bank of Ireland Baggot Street Dublin 2	Ms B Crowley 275 Griffith Avenue Dublin 9
Superintendent, Asst. Superintendent and Senior Public Health Nurses Section	Ms S Armstrong 185 Huntstown Wood Mulhuddart Co Dublin		Ms Monica Sheehan Covert Lane Kilteel Naas, Co Kildare
Public Health Nurses Section (All Regions)	President: Ms P Boland 23 Whitethorn Road Clonskeagh Dublin 14	Mrs B Haslan 31 Riverdale Leixlip Co Kildare	Ms A Winters County Clinic Longford

GRADE	CHAIRPERSON	VICE-CHAIRPERSON	HON. SECRETARY
Public Health Nurses (Sub-Section – EHB Group)	Ms B Haslam 31 Riverdale Leixlip Co Kildare	Ms M Colgan 3 Coolmine Boulevard Clonsilla Dublin 15	Ms M Sexton The Castleland 32 Castleside Drive Rathfarnham, Dublin 14
Public Health Nurses (Sub-Section – SEHB Group)	Ms Monica Lanigan Clonamery Inistioge Co Kilkenny		Ms A Horgan Health Centre Ballyragget Co Kilkenny
Public Health Nurses (Sub-Section – Cork Area)	Ms E Mansfield Coolbawn Midleton Co Cork		Ms M O'Sullivan Ballydesmond Midleton Co Cork
Public Health Nurses (Sub-Section – MWHB Group)	Ms E O'Connell Rockstown Tce Health Centre Limerick City		Ms B McCoy Health Centre Ennistymon Co Clare
Public Health Nurses (Sub-Section – MHB Group)	Ms A Winters County Clinic Longford		Ms C Fahy County Clinic Mullingar Co Westmeath
Public Health Nurses (Sub-Section – NEHB Group)	Ms R Jordan Peter Street Health Centre Drogheda Co Louth		Ms J O'Donoghue Peter Street Health Centre Drogheda Co Louth
Public Health Nurses (Sub-Section – Clare Section)	Ms E Tubriody Kilmihil Health Centre Co Clare		Ms M Carey Kilmihil Health Centre Co Clare
Public Health Nurses (Sub-Section – Donegal Group)	Ms M Howley Maghrey Dunloe Co Donegal	Ms V Barrett Moyra Falcarragh Co Donegal	Ms M Hynes Cloghanbeg Cloghan Co Donegal
INO Nursing Association for the Elderly	Ms M Keane Matron St Mary's Hospital Dublin 20		Ms E Galvin St Coleman's Hospital Rathdrum Co Wicklow
INO Neonatal Nursing Association	Ms M O'Donoghue Sister Neonatal Unit Coombe Lying-in Hospital Dublin 8	Ms Mary Higgins Erinville Hospital Cork	Ms Rosemary Roy Neonatal Unit National Maternity Hospital Holles Street Dublin 2