Report for the Year 2000

Auditor’s Report and Financial Statements for 2000
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Contents

President’s Review
6

Athbhreithniu Uachtaranacht
8

Members of An Bord Altranais
10

Staff of An Bord Altranais
12

Board Committees
13

Education and Training
16

Fitness to Practice
25

Registration Statistics
25

Appendix 1 – Schools of Nursing/Midwifery
27

Appendix 2 – Continuing Education Courses
28

Financial Statements 2000
31
It is my great pleasure to present the first annual report of the new century, which certainly was a special year for An Bord Altranais as it celebrated its 50th anniversary. This special event was marked by the publication of Nursing and Midwifery in Ireland in the Twentieth Century. This publication, written and edited by Dr. Joe Robins also contains contributions from distinguished nurses and midwives representing each of the disciplines which are maintained in the Register of Nurses. This will serve as an excellent reference point for those interested in the history of the profession in this country. Nurses and midwives can be justifiably proud of the contribution which they have made to the development of regulation of the profession and their contribution to the development of the health services.

The year was a very active one for the Board with a range of initiatives reaching fruition and the commencement of other ventures.

The final report of the Scope of Practice committee was published during the year with each nurse receiving a copy of the framework document published in conjunction with the report. The launch of these publications by the Minister for Health and Children was marked by the hosting of two conferences in Dublin. I am confident that the report and framework will be of enormous assistance to nurses and midwives in defining their future roles.

The Nursing Careers Centre built on its 1999 success with the filling of record numbers of places on the Registration/Diploma Programme in all three disciplines. A great deal of work was done to finalise arrangements for the transfer of recruitment to the Central Applications Office for 2002 and the Board’s recommendation that interviews and assessment tests be discontinued as a selection mechanism was accepted by the Department of Health and Children. The Board was also delighted to give its approval to establishment of schools of nursing to undertake three year Registration/Diploma programmes (which is expected to outline places for the implementation of the Degree programme in 2002) in Castlebar, Monaghan and Tralee. The Board also amended its rules in relation to minimum education requirements for applicants to nursing in line with the transition to full third-level status for nurse education programmes.

The year also saw the establishment of the National Council for Professional Development of Nursing and Midwifery which will primarily monitor the development of nursing and midwifery specialities and support the health services agencies in their developments in continuing nurse and midwifery education. The Board which is represented on the National Council, looks forward to working in cooperation with the members and staff of the Council.

The Nursing Forum continued to meet during the year to implement the relevant aspects of the report of the Commission on Nursing. Its final report is due in 2001.

The review of General, Psychiatric, Mental Handicap and Sick Children’s Syllabi of Training all concluded late in 2000 with the publication of a single document incorporating all four syllabi with the Requirements and Standards for education. The Second Edition of the Midwifery Requirements and Standards document was also published, incorporating the direct-entry Midwifery Pilot Programme. The newly established Midwifery Subcommittee of the Board also continued its work during the year.

The Board’s collaboration with the Nursing Board for Northern Ireland continued during the year with a Joint
Meeting of the Two Boards in Belfast and the hosting of a joint conference in Dublin. The first An Bord Altranais Lecture was also hosted in Dublin and was attended by members of the profession and the wider health services.

The Board was pleased to be a major collaborator with the Department of Health & Children’s project, which led to the publication of The Nursing and Midwifery Resource Report in September 2000.

The Fitness to Practise case involving a domiciliary midwife continued throughout the year with the processing of Supreme Court appeals and the granting of a Judicial Review to the midwife concerning a report of the Fitness to Practice Committee.

The year saw unprecedented growth in the Board’s Register with registered numbers rising to some 64,000. Additional staff and computer resources were employed by the Board to process the large volume of overseas applications for registration. Many overseas nurses have successfully completed their orientation programme and have gained full registration.

The High Court confirmed the decision of the Board to erase the names of 456 nurses from the Register for prolonged non-payment of annual retention fees. In this way the register is kept updated and accurate.

The year saw the inception of joint meetings of heads of all the health services professional regulatory bodies at which issues of mutual concern were discussed. This was particularly important in the light of the planned extension of Freedom of Information legislation to these bodies.

The Board approved the seeking of planning permission for the construction of an education centre at the rear of its premises in Fitzwilliam Square. The application was refused by planning authorities mainly due to size considerations. Revised plans will be submitted in the coming year. It is important for the profession to have a suitable premises for conducting meetings, seminars and inquiries.

In conclusion, I would like to thank all of my fellow Board members for their huge commitment during the year and for their participation on the Board and its committees. I also acknowledge the assistance obtained from the Department of Health and Children and its Nursing Policy Unit, Hospitals, Nursing Homes, Health Boards and our new colleagues in third level education. All of these play such an important role. Lastly, I wish to sincerely thank the Chief Executive Officer and his staff for their work and dedication in administering the affairs of the Board.

Sheila O'Malley  
President  
An Bord Altranais
Tá an-áthas orm an chéad tuarascáil bhliantúil den chéad seo a chur i láthair, bliain speisialta don Bhord Altranais a bhí ann, rinneamar comóradh ar 50 bliain an Bhoird. Foilsíodh Nursing and Midwifery in Ireland in the Twentieth Century chun an ócáid speisialta sin a chomóradh. Foilsíodh *Nursing and Midwifery in Ireland in the Twentieth Century* chun an ócáid speisialta sin a chomóradh.

Bliain an-ghníomhach a bhí ann don Bhord i mbliana, tá réimse tionscnamh á tabhairt chun críche agus tús a chur le fiontair nua.

Foilsíodh an tuarascáil dheireanach den choiste Scope of Practice i rith na bliana, fuair gach altra cóip den chéad cheathrúpéis a foilsíodh i gcomhar leis an tuarascáil.

Chuir an t-athbhreithniú ar shiol-labais oiliúna Ghinearálta, Síciatracha, Éislinneacht Meabhrach agus Leanaí Breoite chun críche go dónach sa bhliain 2000, foilsíodh an t-athbhreithniú ar shiol-labais oiliúna Ghinearálta, Síciatracha, Éislinneacht Meabhrach agus Leanaí Breoite chun críche le teacht in Éirinn go dícheall an gcluasadh theolaiceachta.

Chuir an t-athbhreithniú ar shiol-labais oiliúna Ghinearálta, Síciatracha, Éislinneacht Meabhrach agus Leanaí Breoite chun críche go dícheall an gcluasadh theolaiceachta.

Chuir an t-athbhreithniú ar shiol-labais oiliúna Ghinearálta, Síciatracha, Éislinneacht Meabhrach agus Leanaí Breoite chun críche go dícheall an gcluasadh theolaiceachta.

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Chuir an t-athbhreithniú ar shiol-labais oiliúna Ghinearálta, Síciatracha, Éislinneacht Meabhrach agus Leanaí Breoite chun críche go dícheall an gcluasadh theolaiceachta.
Bhí áthas ar an mBord a bheith ina chomhoibrithéar tábhachtach i dtionscadal na Roinne Sláinte & Leanaí, ba é sin ba chúis le hAcmhainní Altranais agus Cnáimhseachais a fhóilsiú i bhfómhar na bliana 2000. Creideann an Bord mar is ceart go bhfuil ról tábhachtach aige i ndaoine a mheadhachadh chuig gairm an altranais agus iad a choimeád inti.

Lean an cás d’Oiriúnacht chun Cleachtaidh mar gheall ar chomhoibrigh na bhfómhar na bliana tríd lán amháin. D’fhéadfadh an Bord a bheith ag an-Ról uachtarain a bhaint i gcáil, ach tá an mBord ach thuiscittrach go bhfuil sí aitheanta leis an t-áthas a bhí ann d’fhéadfadh a bheith i dtionscadal na Roinne Sláinte & Leanaí.

Tháinig borradh nach bhfacaigh riamh cheana ar Chlár an mBord i rith na bliana, tá lán ar na daoine a chlár de dhárr le clár. D’fhéadh an mBord a bheith i gcaithneamh clocha agus faoi a chlár de phobal, go dtí na hAcmhainní an bhall, agus i dháil de chlár comhoibrí na bhfómhar na bliana.

Dhearghaigh an Ardcúirt chun 456 ainm a bheith ina chlár. D’fhéadfadh an mBord a bheith ina chomhoibrí na bhfómhar na bliana, ach tá an mBord ag rith na Roinne Sláinte & Leanaí agus le haghaidh an gheall air fadhbaitheacha, agus tá an t-áthas is mónta a bhí ann d’fhéadfadh a bheith ina chomhoibrí na bhfómhar na bliana.

Chuir an mBord i staidh leis an ngairm tríodhacháin a d’fhéadfadh a bheith ina chomhoibrí na bhfómhar na bliana. Mar fhocal scoir, ba mhian liom buíochas a ghabháil le mo chomhghleacaithe ar an mBord as ucht a dtiomantas i rith na bliana agus as ucht a rannpháirtíochtachta ar an mBord agus ar choisí ar an mBhórd. Gabhaim buíochas freisin ar an gcabhrach a fuar-thas ón Roinn Sláinte agus le Leanáil agus ón Aonad Polasaithéar Altranais, ó Ospidéil, ó Arais Altranais, ó Bhórd Sláinte agus ónár gcomhghleacaithe na iomáint, i gcomhghleacaithe na Roinne Sláinte, i gcomhghleacaithe na Roinne Leanaí, agus i gcomhghleacaithe na Roinne Polasaithéar Altranais.

Chuimhneacháin an mBord i gcumarsáid leis an ngairm tríodhacháin a d’fhéadfadh a bheith ina chomhoibrí na bhfómhar na bliana.

Choinnigh an mBord i gcumarsáid leis an ngairm tríodhacháin a d’fhéadfadh a bheith ina chomhoibrí na bhfómhar na bliana leis an ngairm tríodhacháin a d’fhéadfadh a bheith ina chomhoibrí na bhfómhar na bliana.
Members of An Bord Altranais

President
Ms Sheila O’Malley,
Superintendent Public Health Nurse,
Community Care Area 7, EHB
(Administration, Public Health Nursing) - Elected

Vice President
Mr John Byrne,
Staff Nurse, St Canice’s Hospital, Kilkenny
(Clinical Practice, Psychiatric Nursing) – Elected

Chairperson,
Fitness to Practise Committee
Ms Mary Gilmartin,
Deputy Director of Nursing, Cork University Hospital
(Administration, General Nursing) – Elected

Elected Members
Ms Antoinette Doocey,
Public Health Nurse, Meath Community Care, NEHB
(Clinical Practice, Public Health Nursing)

Ms Mary Durkin,
Ward Sister, Sligo General Hospital
(Clinical Practice, General Nursing)

Ms Maeve Dwyer, Matron,
National Maternity Hospital, Holles Street, Dublin 2.
(Administration, Midwifery)

Ms Fiona Edwards,
Staff Nurse, Beaumont Hospital, Dublin 9
(Clinical Practice, General Nursing)

Mr James Hough,
Principal Tutor, Department of Mental Health Nursing,
Waterford Institute of Technology, Waterford
(Training, Psychiatric Nursing)

Mr Seamus Hoye,
Community Psychiatric Nurse,
Community Health Centre, Mullingar
(Clinical Practice, Psychiatric Nursing)

Ms Eileen Kelly,
Nurse Tutor, Cork University Hospital
(Training, General Nursing)

Ms Veronica Kow, Nurse Tutor,
Our Lady’s Hospital, Crumlin
(Training, Paediatric Nursing)

Ms Norah Mansell Quirke,
Principal Midwife Tutor, St Finbarr’s Hospital, Cork
(Training, Midwifery)

Ms Ann Martin,
Staff Midwife, University College Hospital, Galway
(Clinical Practice, Midwifery)

Ms Catherine McTiernan,
Assistant Chief Nursing Officer, St Ita’s Hospital, Portrane
(Administration, Psychiatric Nursing)

Ms Jacinta Mulhere,
Staff Nurse, St. Vincent’s Centre, Dublin 7
(Clinical Practice, Mental Handicap Nursing)

Ms Bridget O’Neill,
Principal Nurse Tutor, St Mary’s, Drumcar, Co. Louth
(Training, Mental Handicap Nursing)

Mr Derrick Smith,
Manager – Residential Programme, Brothers of Charity,
Clarenbridge, Co. Galway
(Administration, Mental Handicap)
Appointed Members
Mr Thomas Beegan,  
Programme Manager Community Care, SEHB  
(Health Board Representative)

Mr Bernard Carey,  
Principal Officer, Department of Health & Children,  
Hawkins House, Dublin 2.  
(Department of Health & Children Representative)

Prof. John Carroll, Registrar,  
Dublin City University, Dublin 9  
(Third Level Education Representative)  
- Resigned April 2000

Dr Brid Corkery,  
Consultant Psychiatrist, Cork University Hospital  
(Registered Medical Practitioner,  
Psychiatric Nurse Teaching Hospital)

Ms Geraldine Feeney,  
“Ard Caoin”, Ballinode, Co. Sligo  
(General Public Interest Representative)

Ms Ann Fox,  
Church Road, Tullamore, Co. Offaly  
(General Public Interest Representative)

Dr George Henry,  
Consultant Obstetrician, Rotunda Hospital, Dublin 1  
(Registered Medical Practitioner, Midwifery Teaching Hospital)

Dr Rosemary Hone,  
Consultant Microbiologist, Mater Hospital, Dublin 7  
(Registered Medical Practitioner, General Nurse Teaching Hospital)

Ms Mary Kelly,  
Divisional Nurse Manager, Beaumont Hospital, Dublin 9  
(Non-Health Board Hospital Representative)

Mr Con McCarthy,  
Psychiatric Nurse, Knopogue, Bandon, Co Cork  
(Appointed Nurse)

Ms Cathy Murphy, University College Hospital, Galway,  
(Third Level Education Representative)  
- Appointed September 2000.

Ms Norma O’Brien,  
Ballybricken, Wilton Road, Cork  
(Representative from Field of Education)

Ms Peta Taaffe,  
Chief Nursing Officer, Department of Health & Children,  
Hawkins House, Dublin 2  
(Department of Health & Children Representative)
Staff of An Bord Altranais

Chief Executive Officer
Eugene Donoghue, BA, MA, HdipEd

Deputy Chief Executive Officer
Gerard Donnellan, Cert Public Administration

Finance Officer
Jim O‘Sullivan, MSc (Econ), FCMA

Chief Education Officer
Yvonne O‘Shea, RGN RN, RNT, BA, MSc. (Econ)

Education Officers
Vincent Breheny, RGN, RPN, RNT
K. Maria Neary, RGN, RMHN, RNT, MA (English)
Catherine Shine, RGN, RNT, MSc (Advanced Nursing)

Staff Officers
Desmond Bell
Mary Boushell
Gwen Byrne
Annette Dunphy
Hilary Flynn
Sarah McCormack
Catherine Rooney, BA (Hons), DiplLib, MA
Margot Saunders

Grade V Administration
Antoinette Beegan, MICHA, Diploma in Legal Studies
Fionnuala Boyle
Mary Hinds, Diploma in Management and Industrial Relations
Mary Rose Kiely, Diploma in Legal Studies
Sheila McGuinness, MIATI
Ann O‘Brien

Clerical
Mary Doyle
Jean McGowan
Mary Flynn
Veronica O‘Rourke
Linda Lawlor
Paula Ryan
Padraig Manning
Joan Hickey

Receptionist
Mary Foster

Porter
Sean Preston

Nursing Careers Centre
Christine Hughes, RMHN, RGN, RNT
Martin McNamara, RPN, RGN, RNT

Temporary Project Staff
Kathleen MacLellan, RGN, Dip Couns, MSc
Mary Farrelly, RPN, RGN, BNS, MMed Sc (Nursing)

Education Officers
Ursula Byrne, RGN, RM, RNT
Naomi Elliott, RGN, SCM, BNS, MSc (Nursing), RNT

One staff member is on Secondment

Three posts are vacant
An Bord Altranais has formed three committees of the Board under Section 13 of the Nurses Act, 1985.

- Fitness to Practise Committee,
- Education and Training Committee,
- Finance and General Purpose Committee.

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.

The Committee comprises fourteen Board members. The Fitness to Practise Committee of the Board met on eleven occasions and six inquiries were held during 2000.

Committee Members
Ms. M. Gilmartin  Ms. D. Dwyer  Ms. V. Kow
Chairperson  Ms. G. Feeney  Ms. N. Mansell-Quirke
Dr. B. Corkery  Ms. A. Fox  Mr. C. McCarthy
Ms. A. Doocye  Mr. S. H Oye  Mr. D. Smith
Ms. M. Durkin  Ms. E. Kelly  Ms. P. Taaffe

Education and Training Committee
The Education and Training Committee, which has the following terms of reference, met on five occasions during 2000.

- Prepare Draft Rules and/or Policy Statements in relation to Part III (Registration) of the Act for consideration by the Board;
- Prepare Draft Rules and/or Policy Statements in relation to Part IV (Education and Training) of the Act for consideration by the Board;
- Consider applications for approval by hospitals and institutions for training purposes and make recommendations to the Board;
- Make arrangements for the carrying out of inspections of hospitals and institutions approved for training purposes and convey to these hospitals and institutions any requirements arising from such inspections. Where it is proposed to withdraw or modify approval in any way, the committee shall make a recommendation for consideration by the Board.
- Make recommendations to the Board for the establishment of ad-hoc sub-committees to carry out such specific functions including precise terms of reference, the membership and time scale for the sub-committee to carry out the particular work.

The Board also delegated to this committee its functions under Section 51(2) of the Act which states that “it shall be a function of the Board to give guidance to the nursing profession generally in all matters relating to ethical conduct and behaviour”.

In making this delegation, the Board reserves to itself the final approval of any rules or policy statements.

Committee Members
Ms. S. O'Malley  Ms. F. Edwards  Ms. A. Martin
Chairperson  Ms. G. Feeney  M. C. McTiernan
Mr. J. Byrne  Mr. J. Hough  Mr. J. Mulhere
Prof. J. Carroll (Resigned)  Ms. E. Kelly  Ms. N. O'Brien
Dr. B. Corkery  Ms. V. Kow  Ms. B. O’Neill
Ms. A. Doocye  Ms. N. Mansell-Quirke  Ms. P. Taaffe
Finance and General Purposes Committee
The Finance and General Purposes Committee has the following terms of reference and held six meetings during 2000.

- Prepare draft estimates of income and expenditure for consideration by the Board;
- Authorise variations in the Annual Budget exceeding £10,000;
- 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.

Committee Members

Ms. S. O’Malley
Ms. M. Durkin
Ms. A. Martin

Ms. A. Fox
Ms. C. McCarthy

Mr. J. Byrne
Dr. G. Henry
Mr. D. Smith

Mr. T. Beegan
Mr. S. Hoye

Mr. B. Carey
Ms. M. Kelly
Board Representation on External Committees

All-Ireland Journal of Nursing and Midwifery Editorial Committee
Representative: M. Neary

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

Best Practice for Overseas Recruitment
Representative: Y. O’Shea

Board of Faculty of Nursing and Midwifery, RCSI
Representative: Y. O’Shea

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

Dementia Services Information and Development Centre Advisory Committee
Representative: M. Neary

E.U. Advisory Committee on the Education and Training of Nurses responsible for General Care
Representative: Y. O’Shea

E.U. Advisory Committee on the Education and Training of Midwives
Representative: Y. O’Shea

Health Services Accreditation Steering Group
Representative: M. Gilmartin

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

Irish Heart Foundation Council on Stroke
Representative: M. Durkin

National Council for the Professional Development of Nursing and Midwifery
Representative: J. Hough and E. Kelly

National Implementation Committee
Representative: Y. O’Shea and S. O’Malley

National Midwifery Advisory Forum
Representative: U. Byrne and A. Martin

National Research Strategy for Nursing and Midwifery Advisory Committee
Representative: M. Neary and Y. O’Shea

Nursing and Midwifery in the Community Consultative Forum
Representative: Y. O’Shea and U. Byrne

Steering Committee for Nursing and Midwifery Resource
Representative: Y. O’Shea

Structure and Organisation of Prison Health Care Services Review Group
Representative: C. McTiernan
An Bord Altranais has made rules under the Nurses Act, 1985 setting standards to be adhered to in the education and training of nurses and in their continuing education as registered nurses. The rules provide for the regulation of hospitals and 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.

**Inspections**
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 training. To satisfy these requirements inspections are carried out at least once every five years.

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

**Category 1 Courses**
These courses include in-service training/education, seminars, study days, conferences and refresher courses. In 2000 one hundred and fifty-five Category 1 courses were approved.

**Category II Courses**
Specialist courses, excluding those leading to registration are defined as Category II courses. The following Category II courses were approved in 2000:

- **Trinity College Dublin**
  Post Graduate Diploma in Clinical Health Sciences (Education)

- **Adelaide & Meath Hospital**, incorporating the National Children's Hospital. Post Graduate Diploma in Specialist Nursing

- **National University of Ireland Galway**
  Higher Diploma in Gerontological Nursing (approval for three years).

- **National University of Ireland Galway**
  Higher Diploma in Orthopaedic Nursing (approval for two years).

- **University of Ulster**
  Post Graduate Diploma in Education for Nurses, Midwives & Health Visitors

- **University College Dublin**
  Higher Diploma in Nursing Studies (Perioperative Nursing)
Return to Nursing Practice Course

The Return to Nursing Practice Course is organised for nurses whose training does not comply with EU Directives of June 1979 and nurses returning to work who require an update in practice course. Courses are provided in the following hospitals:

- Beaumont Hospital, Dublin
- Cork University Hospital
- James Connolly Memorial Hospital, Dublin
- Letterkenny General Hospital
- Limerick Regional Hospital
- Mater Misericordiae Hospital, Dublin
- Our Lady of Lourdes Hospital, Drogheda
- Sligo General Hospital
- St. James’s Hospital, Dublin
- St. Vincent’s Hospital, Dublin
- University College Hospital, Galway
- Waterford Regional Hospital

Return to Midwifery Practice

Return to Midwifery Practice courses are organised for midwives whose training does not comply with EU Directives of January 1983 and midwives returning to work requiring a refresher course. Courses are provided in the following hospitals:

- National Maternity Hospital, Dublin,
- Rotunda Hospital, Dublin
- Southern Health Board School of Midwifery, Cork

Information and Guidance Service

An Bord Altranais provides an Information and Guidance Service for nurses and the general public on matters relating to nursing through the Education Department.

The Technical Services Department gives assistance to nurses and students in relation to statistical aspects of their research.

Distance Education Degree Programme

The first graduates of the BNS degree programme presented by the National Distance Education Centre in co-operation with An Bord Altranais, received their degree at a ceremony in Dublin City University in March 2000.

The development of the degree programme has been an outstanding success. In the year 2000 approximately 300 students around the country were studying for a BNS through the distance education programme.

Examinations

The Board regulates and conducts examinations leading to registration in the Register pursuant to Section 33 of the Nurses Act, 1985. The Board is involved in a broad range of activities including the compilation of questions, checking of examination papers before issue, briefing examiners, issuing results and arranging for re-checks when requested. The Board is grateful for the co-operation it receives from all those involved in the examination process.

<table>
<thead>
<tr>
<th>Discipline</th>
<th>Number of Candidates</th>
<th>Honours</th>
<th>Pass</th>
<th>Fail</th>
</tr>
</thead>
<tbody>
<tr>
<td>General</td>
<td>777</td>
<td>8%</td>
<td>93%</td>
<td>7%</td>
</tr>
<tr>
<td>Mental Handicap</td>
<td>121</td>
<td>7%</td>
<td>95%</td>
<td>5%</td>
</tr>
<tr>
<td>Psychiatric</td>
<td>99</td>
<td>11%</td>
<td>92%</td>
<td>8%</td>
</tr>
<tr>
<td>Sick Children</td>
<td>118</td>
<td>14%</td>
<td>94%</td>
<td>6%</td>
</tr>
<tr>
<td>Midwifery</td>
<td>195</td>
<td>3%</td>
<td>95%</td>
<td>5%</td>
</tr>
</tbody>
</table>

Registration Examination Statistics 2000
Scope of Nursing and Midwifery Practice Project

The Scope of Nursing and Midwifery Practice project was initiated by An Bord Altranais in October 1998 against a background of the changing socio-economic environment within which nursing and midwifery in Ireland are practiced. The ever-changing demographic and epidemiological profile of the Irish population has implications for both the management and the delivery of healthcare services. Given that nurses and midwives currently account for 40% of the health services workforce, their role and the scope of their practice within these services continues to be of paramount importance to the success of healthcare provision in Ireland. Nursing and midwifery practice needs to be responsive and dynamic, in order to effectively contribute to health and social gain among the population. The project served to provide information and support for the nursing and midwifery professions in relation to the determination of the scope of nursing and midwifery practice.

The terms of reference that were agreed for the project were as follows:

- A review of current practice, identifying relevant issues
- A review of appropriate international considerations in relation to scope of practice issues
- A review of the legislation governing the practice of nursing and midwifery
- A review of the intra-professional boundaries and their implications for practice
- Consideration of the future delegation and supervision role of nurses and midwives
- Consideration of the future expansion of the role of nurses and midwives
- Consideration of educational developments needed to support expanded roles

The Board considered that widespread consultation was essential to the success of this project. The consultation process consisted of four phases:

- Public submissions were called for based on the terms of reference of the project - 169 were received from a cross section of nurses, midwives and other interested parties
- Fifty-five consultative workshops for nurses and midwives were held in nine locations throughout the country
- A survey of all nurses and midwives on the live register was conducted using a questionnaire published in the newsletter of An Bord Altranais
- A number of representative groups of nurses, midwives and others were invited to meet with the project team.

In October 1999 the Interim Report of the project was published which provided a summary of the issues that arose during the consultation process (An Bord Altranais 1999a). Based on consideration of these issues and a review of the international literature, key concepts pertaining to the scope of nursing and midwifery practice were identified and further examined. This formed the basis for the formulation of the Scope of Nursing and Midwifery Practice Framework. The Scope of Nursing and Midwifery Practice Framework is the first such framework developed specifically for Irish nurses and midwives and is an empowering decision-making framework to support and guide nurses and midwives in the determination of their scope of practice. Minister Michael Martin, Minister for Health and Children launched the Framework at the Pillar Room in the Rotunda Hospital on June 8th 2000. Over 200 invited guests attended the launch. The Scope of Nursing and Midwifery Practice Framework was circulated to all nurses and midwives on the live register. The Final Report of the Review of Scope of Practice for Nursing and Midwifery was also published in April 2000 and provides an overview of the entire project. The Code of Professional Conduct for Each Nurse and Midwife and Guidance to Nurses and Midwives on the Administration of Medical Preparations were amended in line with the principles of the Framework.
An implementation programme was put in place to provide widespread information and initial evaluation of the framework. This consisted of:

- a national conference on the theme of scope of practice;
- regional workshops to prepare facilitators;
- presentation by the project team at conferences, study days & educational programmes;
- establishment of a database of enquiries on scope of practice.

1. A national conference was hosted in Jury’s Hotel, Ballsbridge, Dublin on September 27th and repeated September 28th to profile the Scope of Nursing and Midwifery Practice Framework. Almost 600 delegates attended over the two days. The conference provided a background to the scope of practice project. Papers were presented by speakers from clinical practice, education and management. The key note speaker was Professor George Castledine.

2. A team from An Bord Altranais hosted nine scope of practice familiarisation and training sessions in seven locations throughout the country. A total of 365 nurses and midwives attended. The purpose of these workshops was to ensure the appropriate and timely implementation of the Scope of Nursing and Midwifery Practice Framework launched in June this year.

3. Many individuals and organisations approached the project team to present papers related to scope of practice. Where appropriate and possible the team provided these sessions and used them to impart important information on scope of practice issues.

4. A database was set up and maintained of all scope of practice queries from June to December 2000. Up to the 13th December 2000, 48 queries were made relating to scope of practice issues (45 phone, 3 written). This database will serve as a basis for part of the evaluation of the scope of practice framework and will inform An Bord of areas of difficulty for nurses and midwives indicating areas where guidance is required.

The Scope of Nursing and Midwifery Practice project was guided throughout by a steering committee with widespread representation.

Steering Committee Membership:

Ms. Sheila O’Malley, President of An Bord Altranais and Chairperson of Steering Committee
Mr. J. Brown – Representing the CEO Group of the Health Boards
Mr. J. Byrne – Vice-President of An Bord Altranais
Dr. B. Corkery – Representing the Irish Medical Council
Ms. M. Courtney – Representing the Association of Irish Nurse Managers
Ms. A. Doocy – Board Member
Ms. M. Durkin – Board Member
Ms. M. Dwyer – Board Member
Ms. G. Feeney – Board Member
Dr. L. Hamilton – Representing the Irish College of General Practitioners
Ms. E. Kelly – Board Member
Ms. A. Kennedy – Representing the Alliance of Nursing Unions
Ms. V. Kow – Board Member
Mr. C. McCarthy – Board Member
Ms. A. McGee (up to June 1999) – Representing the Pharmaceutical Society of Ireland
Mr. M. Lynch (June 1999-April 2000) – Representing the Pharmaceutical Society of Ireland
Ms. N. Mansell-Quirke – Board Member
Ms. A. Martin – Board Member
Ms. J. Mulhere – Board Member
Ms. L. O’Connor – Representing Post Registration Nurse Tutors
Ms. B. O’Neill – Board Member
Ms. A. Martin – Representing the Department of Health and Children
Approval of Institutions - Approval of Programmes

An Bord Altranais has the statutory responsibility to approve third level institutions and healthcare institutions in respect of educational programmes leading to registration. In 2000 An Bord established Validation Committees to consider the registration/diploma programmes in general, psychiatric, mental handicap, midwifery and sick children’s nursing. All programmes submitted were approved.

New Schools of Nursing

In 2000 on-site visits were conducted on the following new schools of nursing:

- Integrated School of General and Psychiatric Nursing at Mayo General Hospital (Castlebar) / St. Mary’s Hospital, Castlebar, linked to Galway-Mayo Institute of Technology.
- North Eastern Health Board (St. Davnnett's Hospital, Monaghan and St. Brigid’s Hospital Ardee) Regional School of Psychiatric Nursing, linked to Dundalk Institute of Technology.

Assessment of Clinical Practice and Competencies

An Bord Altranais is currently revising the strategy for the assessment of clinical practice for Pre-Registration Nursing Programmes and the competencies required for a nurse at entry level to the Register held by An Bord Altranais. The aims of the assessment are:

- To identify and define competence, competencies required for a nurse at entry level to the register held by An Bord Altranais.
- To identify competence, competencies for each year of the programme, year 1, 2, 3 and 4.
- To identify a strategy for the assessment of these competencies.
- To identify the most appropriate persons to assess the competencies of student nurses.

Submissions were invited from the training hospitals and linked third-level institutions.

Midwifery Sub-Committee

The midwifery sub committee which was formed to develop a pilot project on direct entry to a midwifery education programme continues to be involved in monitoring the programme.

Conferences and Seminars

National Conference - 16th March 2000
“Third Millennium – The Mark of Nursing”

Mental Handicap Conference - 14th September 2000
“Current Issues in Mental Handicap Nursing”


An Bord Altranais Inaugural Lecture

Prof. Patricia Benner, University of California, presented the address of the Inaugural An Bord Altranais Lecture on 15th March 2000. Invited guests attended the address.

National Joint Conference
N.B.N.I. and An Bord Altranais

The first National Conference in collaboration with the National Board for Nursing, Midwifery and Health Visiting for Northern Ireland was held in March 2000. Speakers at the National Conference included Professor Benner, University of California speaking on “The Wisdom of Caring Practice- Claiming What We Know” Prof. Geraldine McCarthy, N.U.I. Cork responded with “The Irish Experience, The Application of Benner’s Theory to Practice, Education and Research” Ms. Carol Kirby, Queen’s University, “An Ethic of Care” and Prof. Oliver Slevin, N.B.N.I. “Innovations & Leadership in the Practice of Nursing”.

An Bord Altranais
Research Awards

An Bord Altranais promotes research among nurses and midwives through three separate award mechanisms:

- An Bord Altranais Research Scholarships
- An Bord Altranais Doctoral Scholarships
- All-Ireland Research Fellowships

Since 1992 An Bord Altranais has granted awards for research to 165 Nurses and Midwives.

An Bord Altranais Research Scholarships

These were set up in 1992 with the explicit aim of encouraging more nurses and midwives to engage in professional research. The total awarded in 2000 was £12,920 to 21 Nurses and Midwives.

Nursing Careers Centre

Background

The Nursing Careers Centre was established in November 1998 with the main purpose of handling applications for Registration/Diploma Programmes in General and Psychiatric Nursing commencing the following year. By the end of 1999 the National Applications Centre (Mental Handicap) had agreed to the integration of applications to mental handicap nursing into the Nursing Careers Centre’s system, and work had commenced on transferring the applications process to the Central Applications Office, as recommended by the Commission on Nursing (1998). There were 1500 places on Nursing Registration/Diploma programmes commencing in 2000: 1000 in general, 300 in psychiatric and 200 in mental handicap schools of nursing.

Recruitment and Selection of Nursing Students in 2000

The Local Appointments Commission (LAC) agreed to continue to administer and evaluate Stages 1 and 2 of the competition (the assessment test and interview respectively). A workshop led by psychologists from the LAC was set up in May to introduce the integrated interview format to representatives from the learning disability services. Briefing sessions for selected interviewers were held in Dublin, Cork and Galway, the content of which included principles of best practice at interview, the semi-structured interview format and feedback on the interview process in 1999. Interviews were held at seven venues around the country from 3 to 21 July with 73 interview boards required.

A total of 5013 applicants had applied by the closing date. The stages of the competition comprised an assessment test and interview. Applicants were required to succeed at stage 1 in order to be invited to attend stage 2. Applicants were eliminated on the basis of an unsatisfactory reference and failure to meet the minimum entry requirements of An Bord Altranais. The Local Appointments Commission played a key role in the administration and evaluation of stages 1 and 2. A supplementary competition commenced in August 2000 to fill vacancies in psychiatric and mental handicap nursing programmes. The numbers of applicants successful at each stage of the competition are shown on the table on page 22.

Preliminary planning of the recruitment and selection of applicants for programmes commencing in 2001 commenced during October 2000.

Transfer to the CAO

Arrangements for the transfer of nursing applications to the Central Applications Office (CAO) continued throughout the earlier part of 2000. The CAO developed and produced Nursing Application System materials. Following consultation with stakeholders in the nursing education programmes, a consensus emerged on quotas of places for mature students in the three branches. The Nursing Careers Centre attended a series of workshops organised by the CAO and aimed at updating members of the Institute of Guidance Counsellors. The Centre also organised its own series of workshops for health service personnel which were held in Dublin, Cork and Galway in November and December, at which key points of the transfer arrangements were explained and advice was given on the completion of application forms. Discussions are ongoing with the Admissions Officers of the 12 higher education institutions affiliated with the schools of nursing.

Selection Mechanisms in 2001

The Department of Health and Children approved a proposal from An Bord Altranais to discontinue the assessment test and interview as selection mechanisms for school leavers. Selection of school leavers in 2001 will be solely on the basis of points.
obtained in one sitting of the Leaving Certificate (or equivalent) examination. Only those applying on the basis of mature years will have to sit the assessment test and interview in 2001. The Nurses Rules, 1988 were amended to allow school leavers to accumulate the minimum educational entry requirements of An Bord Altranais over any number of sittings of the Leaving Certificate or its equivalent.

Promotional work

The fourth edition of the booklet Nursing A Career for You was produced in August and distributed free of charge to health service personnel and guidance counsellors and teachers. It contains information on applying for nursing registration/diploma programmes commencing in 2001. Promotional materials and information updates have been sent to all the aforementioned as a matter of course. The Nursing Careers Centre website was updated periodically throughout the year.

Information and/or articles on nursing as a career were contributed to the Irish Times, the Sunday Independent, the Calendar of Career Events 2000/2001, Education, and Exam and Career Guide throughout the year. Stands were hosted at major careers exhibitions such as FAS Opportunities 2000 Exhibition, the Irish Times 14th Higher Options Conference and Aontas. The centre also arranged for nursing personnel to attend careers events in local schools.

Staff in the Nursing Careers Centre continued to handle a large volume of telephone and written enquiries from potential applicants and throughout the Registration/Diploma Programme selection process. The Careers Officers advised registered nurses on career opportunities in nursing and provided information on various academic, professional and other courses.

The final report of the research project Worthy, Not Worthwhile: Choosing Careers in Caring Occupations which had been carried out by staff of the Southeastern Health Board and the Waterford Institute of Technology was officially launched by the Minister for Health and Children, Micheal Martin, at An Bord Altranais, with the assistance of the Nursing Careers Centre.

The Nursing Careers Centre has collected literature pertaining to career development generally and career development for nurses specifically.
Library

Library services development continued during 2000 with the acquisition of a range of books, journals, reports and videos. There was an increase in demand for library services with over 6,306 requests for information and over 1,600 personal callers. 138 Journal titles are currently held in the Library together with 171 Video titles. Talks and guidance on using the library facilities were given to student nurses.

The following services continued to be provided:

- Computerised access to the Cumulative index to Nursing and Allied Health Literature (CINAHL), British Nursing Index (BNI) and the Cochrane Library on CD-ROM
- Online access to a wide range of nursing related databases
- Access to a number of printed nursing indexes
- Video rental service (171 videos)
- Access to 138 professional nursing/medical journals
- Reference service to nurses undertaking essay projects and similar work
- Access to information files maintained in areas of perceived interest
- Monthly Current Awareness Bulletin
- Photocopying and document supply and reference services both in-house and through the British Library Document Supply Centre and Irish healthcare libraries
- Talks and guidance on the library facilities and how these facilities can be used for student groups
- Information updates on recent literature in each issue of An Bord Altranais News
- Leaflets for the guidance of readers

An Bord Altranais History - 50 Years

In the year 2000 An Bord Altranais marked its 50th Anniversary with the publication of Nursing and Midwifery in Ireland in the 20th Century. The book records the development in nursing, professional, administrative and educational - throughout the twentieth century. It records the regulatory provisions that were put in place to ensure high standards of practice in the delivery of health care by nurses and midwives. It records the contribution of nurse leaders throughout the century in the development of the nursing and midwifery professions in Ireland. The book also captures the excitement of the past decade of the twentieth century when rapid and expansive changes were recommended and, for the most part introduced. An Bord Altranais decided to record for posterity the history of events, people and developments which has brought nursing to this point in the development of both professions. As we enter the 21st century we are witnessing a series of new beginnings for both nursing and midwifery. New education and training requirements linked to third level educational institutions have been introduced; new guidelines for the profession with the publication of a scope of practice framework for decision making; new career structures are in place and major developments are currently in place or planned to support developments in nursing and midwifery into the future.

Joseph Robins is author and editor of the book. The following nurses and midwives wrote individual chapters; Sheila Armstrong, Judith Chavesse, Sr. Antoinette Kelleher; Geraldine McCarthy; Anne Louise Mulhall, Eileen J. Musgrave, Ita O’Dwyer, Anne-Mari Ryan, Fintan Sheerin and Ann J. Sheridan

Computerisation

An Bord Altranais continued the strategic development of its computer systems during the year. Implementation of the Membership and Subscription modules of the system was completed during the year with a significant amount of enhancement and development work also finalised particularly in the area of overseas registrations. E-mail and Internet facilities were also upgraded to allow for improvements in communication.
Internet

The Board re-designed its internet site – www.nursingboard.ie during the year. The site now contains a more comprehensive range of documents including all published guidance documents, syllabi of training, annual reports and newsletters.

A large volume of statistics are contained on the site and are widely used for research purposes by nurses and students.

Full e-mail services are also available for An Bord Altranais on admin@nursingboard.ie, for the Nursing Careers Centre on ncc@nursingboard.ie and for all staff members by using their first initial and full surname @nursingboard.ie.

Health and Safety

An Bord Altranais is continuing its efforts to ensure the safety, health and welfare of its employees and other persons coming into contact with work activities of the organisation. An in-house consultative group oversees health and safety issues.

An Bord Altranais News

Over 55,000 copies of each of four issues of An Bord Altranais News were distributed to individual nurses on the Register, student nurses, various nursing groups and organisations, unions, Department of Health and Children., Health Boards, colleges and medical libraries during 2000.

The primary focus of the publication is to keep nurses informed of the Board’s ongoing developments and nursing related issues in Ireland and the EU. Special features and articles of interest to the various disciplines of nursing are published in addition to Library information, statistical data for registration and examinations and details of forthcoming events.

Public Board Meetings

During the year the Board continued to hold a number of its Board Meetings in public. Meetings were held in Limerick, Sligo and Carrickmacross with good attendance from the nursing profession.

Partnership

An Bord Altranais established an in-house Partnership Committee under the auspices of the National Health Service Partnership Forum.

The committee representative of Management, Staff, IMPACT and the Irish Nurses Organisation is supported by a facilitator from the National Partnership Forum.

A process of staff consultation commenced in 2000 and a list of priority areas was identified for consideration. Progress was made on a number of issues which will be finalised in 2001.
Background

Part V of the Nurses Act, 1985 provides for:

- An application for inquiry into the Fitness to Practise of a nurse to be considered by the Fitness to Practise Committee of An Bord Altranais (the application can emanate from any person or An Bord and must be based on allegations of professional misconduct or unfitness to practise by reason of a physical or mental disability)

- the holding of an inquiry by the Fitness to Practise Committee, if considered warranted, or if directed by An Bord

- the consideration of reports from the Fitness to Practise Committee by An Bord and the imposition of sanctions on nurses found to be guilty of professional misconduct or unfit to practice (sanctions which may be imposed are erasure or suspension from the Register of Nurses, attachment of conditions to continuing registration) all of which sanctions can be appealed by the nurse to the High Court.

- Erasure of nurse’s name from the Register of Nurses where he/she has been convicted of an indictable offence.

- An application by An Bord to the High Court for an immediate suspension of a nurse’s registration where it is considered to be in the public interest to do so

- An Bord Altranais to apply to the High Court for confirmation of its decision to remove, suspend or attach conditions to a nurse’s registration where the nurse decides not to exercise this option.

Level of Activity during 2000.

The Fitness to Practise Committee considered 16 applications for inquiries into the fitness to practise of nurses during 2000.

In 8 cases the Committee considered that an inquiry was warranted; in 7 cases that inquiries were not warranted and 1 case was still under consideration at the end of the year.

Inquiries Held

The Fitness to Practise Committee held 4 inquiries into the fitness to practise of nurses during 2000.

The inquiry into the fitness to practice of a domiciliary midwife which commenced in 1998 continued throughout 2000 and is due for completion in 2001.

Registration

An Bord Altranais is obliged under the Nurses Act, 1985 to maintain the Register of Nurses in accordance with rules. The Nurses Rules, 1988, provide for this Register to be divided into divisions.

At the end of 2000 there were registered nurses with qualifications in the following disciplines.

<table>
<thead>
<tr>
<th>Discipline</th>
<th>Female</th>
<th>Male</th>
<th>Active</th>
<th>Inactive</th>
<th>All</th>
</tr>
</thead>
<tbody>
<tr>
<td>General</td>
<td>51219</td>
<td>1541</td>
<td>43789</td>
<td>8971</td>
<td>52760</td>
</tr>
<tr>
<td>Psychiatric</td>
<td>7422</td>
<td>3393</td>
<td>9341</td>
<td>1474</td>
<td>10815</td>
</tr>
<tr>
<td>Sick children’s</td>
<td>3403</td>
<td>420</td>
<td>3414</td>
<td>409</td>
<td>3823</td>
</tr>
<tr>
<td>Mental Handicap</td>
<td>4144</td>
<td>35</td>
<td>3517</td>
<td>662</td>
<td>4179</td>
</tr>
<tr>
<td>Midwifery</td>
<td>16112</td>
<td>12</td>
<td>13463</td>
<td>2661</td>
<td>16124</td>
</tr>
<tr>
<td>Public Health</td>
<td>2131</td>
<td>1</td>
<td>1862</td>
<td>270</td>
<td>2132</td>
</tr>
<tr>
<td>Tutor</td>
<td>407</td>
<td>84</td>
<td>414</td>
<td>77</td>
<td>491</td>
</tr>
<tr>
<td>Other</td>
<td>593</td>
<td>27</td>
<td>389</td>
<td>231</td>
<td>620</td>
</tr>
<tr>
<td>Total</td>
<td>85431</td>
<td>5513</td>
<td>76189</td>
<td>14755</td>
<td>90944</td>
</tr>
</tbody>
</table>

Qualifications Registered

<table>
<thead>
<tr>
<th>Discipline</th>
<th>Active</th>
<th>Inactive</th>
<th>Female</th>
<th>Male</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of Nurses</td>
<td>53072</td>
<td>10402</td>
<td>58980</td>
<td>4494</td>
<td>63474</td>
</tr>
</tbody>
</table>

An Bord Altranais 25
Verifications

Verifications of registration are issued to nurses wishing to register abroad. It should be noted that a nurse may apply for more than one verification.

<table>
<thead>
<tr>
<th>Reason</th>
<th>2000</th>
<th>1999</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retired</td>
<td>2902</td>
<td>2705</td>
</tr>
<tr>
<td>Unemployed</td>
<td>678</td>
<td>730</td>
</tr>
<tr>
<td>Career Break/Leave of Absence</td>
<td>1132</td>
<td>1099</td>
</tr>
<tr>
<td>Working Abroad</td>
<td>3731</td>
<td>3792</td>
</tr>
<tr>
<td>Other</td>
<td>1959</td>
<td>1901</td>
</tr>
<tr>
<td>Total</td>
<td>10402</td>
<td>10227</td>
</tr>
</tbody>
</table>

Candidate Register

An Bord Altranais maintains a register of candidates admitted for training.

Students Commencing Training

<table>
<thead>
<tr>
<th>Discipline</th>
<th>2000</th>
<th>1999</th>
</tr>
</thead>
<tbody>
<tr>
<td>General</td>
<td>1032</td>
<td>903</td>
</tr>
<tr>
<td>Midwifery</td>
<td>209</td>
<td>190</td>
</tr>
<tr>
<td>Psychiatric</td>
<td>313</td>
<td>250</td>
</tr>
<tr>
<td>Sick Children's</td>
<td>126</td>
<td>133</td>
</tr>
<tr>
<td>Mental Handicap</td>
<td>198</td>
<td>148</td>
</tr>
<tr>
<td>Total</td>
<td>1878</td>
<td>1624</td>
</tr>
</tbody>
</table>

Inactive File

The Board maintains an Inactive File for nurses who are not practising nursing in Ireland.

<table>
<thead>
<tr>
<th>Reason</th>
<th>2000</th>
<th>1999</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retired</td>
<td>2902</td>
<td>2705</td>
</tr>
<tr>
<td>Unemployed</td>
<td>678</td>
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</tr>
<tr>
<td>Career Break/Leave of Absence</td>
<td>1132</td>
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<tr>
<td>Working Abroad</td>
<td>3731</td>
<td>3792</td>
</tr>
<tr>
<td>Other</td>
<td>1959</td>
<td>1901</td>
</tr>
<tr>
<td>Total</td>
<td>10402</td>
<td>10227</td>
</tr>
</tbody>
</table>

Erasure from the Registrar

In 2000, the High Court confirmed the erasure of 456 names from the register of nurses for non-payment of annual retention fees in accordance with the provisions of the Nurses Act, 1985.
Appendix 1

Schools of Nursing/Midwifery
Approved at 31st December 2000

General

Adelaide Hospital, Dublin
Beaumont Hospital, Dublin
Bon Secours Hospital, Cork
Cork University Hospital
Cork Voluntary Hospitals
James Connolly Memorial Hospital, Dublin
Letterkenny General Hospital
Limerick School of Nursing
Mater Misericordiae Hospital, Dublin
Meath Hospital, Dublin
Our Lady of Lourdes Hospital, Drogheda
Portiuncula Hospital, Ballinasloe
St James’s Hospital, Dublin
St Michael’s Hospital, Dun Laoghaire
St Vincent’s University Hospital, Elm Park, Dublin
Sligo General Hospital
Tralee General Hospital
Tullamore General Hospital
University College Hospital, Galway
Waterford Regional Hospital

Sick Children’s

National Children’s Hospital, Dublin
Our Lady’s Hospital for Sick Children, Dublin
The Children’s Hospital, Dublin

Mental Handicap

Cope Foundation, Cork
Cregg House, Sligo
St. Anne’s, Moore Abbey, Monasterevin
St. Ita’s, Portrane
St Joseph’s, Clonsilla, Dublin
St. Mary’s, Drumcar
St Vincent’s Centre, Lisnagry
Stewart’s Hospital, Dublin

Psychiatric

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

Midwifery

Coombe Women’s Hospital, Dublin
National Maternity Hospital, Dublin
Our Lady of Lourdes Hospital, Drogheda
Rotunda Hospital, Dublin
St Munchin’s Regional Maternity Hospital, Limerick
Southern Health Board School of Midwifery, Cork
University College Hospital, Galway
Appendix 2

Continuing Education Courses

Category II Courses

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

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

Central Mental Hospital, Dublin
Forensic Psychiatric Nursing Course

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

Cregg House, Sligo
Behaviour Modification Course

Dublin City University
Bachelor of Nursing Studies
Bachelor of Nursing Studies (Distance Education)

Dublin Institute of Technology
Diploma in Health Care Management

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

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

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

Letterkenny General Hospital
Intensive Care Nursing Course

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

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

The Adelaide & Meath Hospital, Dublin
Operating Theatre Nursing Course

National Maternity Hospital, Dublin
Special and Intensive Nursing Care of the Newborn Course
National Medical Rehabilitation Centre, Dublin
Rehabilitation Nursing Course

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

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

Our Lady's Hospital for Sick Children, Dublin
Paediatric Operating Theatre Nursing Course

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

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

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

Sligo General Hospital
Orthopaedic Nursing Course

St James's Hospital, Dublin
Accident and Emergency Nursing Course
Burns Nursing Course
Operating Theatre Nursing Course
Master of Science in Gerontological Nursing
Intensive Care/Coronary Care Nursing Course
Appendix 2

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

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

University College Hospital, Galway
- Intensive Care Nursing Course

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

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

Waterford Institute of Technology
- Diploma Course in Safety, Health and Welfare at Work (Multidisciplinary Course – Approved for Nurses)
- Diploma in Higher Education in Professional Development in Nursing
Audit's Report and Financial Statements for 2000

Published in Accordance with
Section 51 of the Nurses Act, 1985
Auditor’s Report and Financial Statements for 2000

Contents

Auditor’s Certificate 34
Income and Expenditure Account 1
Balance Sheet 2
Cash Flow Statement 3
Accounting Policies 4
Notes to Financial Statements 5
Schedules to Accounts 7
Statement of Board Responsibilities 42
Prompt Payments Act, 1997 43
Auditor’s Report on An Bord Altranais 44
Auditor's Certificate to An Bord Altranais

Introduction:-
I have audited the financial statements on pages 1 to 7.

Respective Responsibilities
The Board is responsible under section 21 of the Nurses Act, 1985, for the keeping of proper books of accounts and the preparation of the financial statements.

It is my responsibility, as auditor, to form an independent opinion, based on my audit, on those statements and to report that opinion.

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

Opinion
In my opinion the financial statements give a true and fair view of the state of the Bord's affairs at 31st December 2000 and of its income and expenditure and cash flow 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 Bord and the financial statements are in agreement therewith.

Anne (N) Brennan
Local Government Auditor

23rd November 2001
### Income and Expenditure Account for the Year Ended 31 December 2000

<table>
<thead>
<tr>
<th>Income</th>
<th>2000</th>
<th>1999</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Notes</strong></td>
<td>IR£</td>
<td>IR£</td>
</tr>
<tr>
<td>Annual Retention Fee</td>
<td>1,808,012</td>
<td>1,848,368</td>
</tr>
<tr>
<td>Registration Fee</td>
<td>376,386</td>
<td>213,304</td>
</tr>
<tr>
<td>Verification Fee</td>
<td>14,187</td>
<td>12,899</td>
</tr>
<tr>
<td>Candidate Register Fee</td>
<td>14,785</td>
<td>15,860</td>
</tr>
<tr>
<td>Examination Fee</td>
<td>90,053</td>
<td>104,560</td>
</tr>
<tr>
<td>Courses and Conferences</td>
<td>1,745</td>
<td>4,760</td>
</tr>
<tr>
<td>Nursing Careers Centre</td>
<td>707,819</td>
<td>665,950</td>
</tr>
<tr>
<td>Library and Publications</td>
<td>9,002</td>
<td>9,270</td>
</tr>
<tr>
<td>Superannuation Contributions Note 4</td>
<td>57,721</td>
<td>59,839</td>
</tr>
<tr>
<td>Other Income</td>
<td>20,492</td>
<td>30,546</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td>3,100,202</td>
<td>2,965,356</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenditure</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Notes</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accommodation Costs Schedule 1</td>
<td>67,093</td>
<td>65,028</td>
</tr>
<tr>
<td>Staff Costs Note 6</td>
<td>1,059,862</td>
<td>959,785</td>
</tr>
<tr>
<td>Other Administration Costs Schedule 2</td>
<td>543,867</td>
<td>535,273</td>
</tr>
<tr>
<td>Examinations</td>
<td>42,584</td>
<td>40,960</td>
</tr>
<tr>
<td>Courses and Conferences</td>
<td>42,048</td>
<td>76,276</td>
</tr>
<tr>
<td>Fitness to Practise</td>
<td>203,997</td>
<td>807,879</td>
</tr>
<tr>
<td>Library</td>
<td>34,322</td>
<td>28,134</td>
</tr>
<tr>
<td>Newsletter</td>
<td>155,867</td>
<td>127,051</td>
</tr>
<tr>
<td>Research Scholarships</td>
<td>12,900</td>
<td>15,508</td>
</tr>
<tr>
<td>Doctoral Scholarships</td>
<td>37,000</td>
<td>39,000</td>
</tr>
<tr>
<td>Projects Schedule 3</td>
<td>180,166</td>
<td>168,509</td>
</tr>
<tr>
<td>Nursing Careers Centre Schedule 4</td>
<td>724,747</td>
<td>369,078</td>
</tr>
<tr>
<td>Loss on Disposal of Fixed Assets</td>
<td>6,538</td>
<td>-</td>
</tr>
<tr>
<td>Depreciation</td>
<td>136,169</td>
<td>128,830</td>
</tr>
<tr>
<td><strong>Total Expenditure</strong></td>
<td>3,247,160</td>
<td>3,361,311</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>2000</th>
<th>1999</th>
</tr>
</thead>
<tbody>
<tr>
<td>IR£</td>
<td>IR£</td>
</tr>
<tr>
<td>(146,958)</td>
<td>(395,955)</td>
</tr>
</tbody>
</table>

**STATEMENT OF MOVEMENT IN ACCUMULATED RESERVES**

<table>
<thead>
<tr>
<th>2000</th>
<th>1999</th>
</tr>
</thead>
<tbody>
<tr>
<td>IR£</td>
<td>IR£</td>
</tr>
<tr>
<td>At 1 January</td>
<td>448,985</td>
</tr>
<tr>
<td>Surplus / (Deficit) for the Year</td>
<td>(146,958)</td>
</tr>
<tr>
<td>At 31 December</td>
<td>302,027</td>
</tr>
</tbody>
</table>

Sheila O’Malley  
President

Eugene Donoghue  
Chief Executive Officer

The accompanying notes are an integral part of these accounts.

An Bord Altranais 1
An Bord Altranais

Balance Sheet as at 31 December 2000

<table>
<thead>
<tr>
<th>Notes</th>
<th>2000</th>
<th>1999</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>IR£</td>
<td>IR£</td>
</tr>
<tr>
<td>Fixed Assets</td>
<td>Note 1</td>
<td>3,646,786</td>
</tr>
<tr>
<td>Current Assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash at Bank and in Hand</td>
<td></td>
<td>141,299</td>
</tr>
<tr>
<td>Debtors and Prepayments</td>
<td></td>
<td>191,365</td>
</tr>
<tr>
<td>Stock</td>
<td></td>
<td>13,859</td>
</tr>
<tr>
<td></td>
<td></td>
<td>346,523</td>
</tr>
<tr>
<td>Current Liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amounts falling due within one year</td>
<td>Note 2 (a)</td>
<td>(1,016,817)</td>
</tr>
<tr>
<td>Net Current Assets/ (Liabilities)</td>
<td></td>
<td>(670,294)</td>
</tr>
<tr>
<td>Non-Current Liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amounts falling due after one year</td>
<td>Note 2 (b)</td>
<td>(123,477)</td>
</tr>
<tr>
<td>Represented By</td>
<td></td>
<td>2,853,015</td>
</tr>
<tr>
<td>Accumulated Fund</td>
<td></td>
<td>302,027</td>
</tr>
<tr>
<td>Revaluation Reserve</td>
<td></td>
<td>2,411,484</td>
</tr>
<tr>
<td>General Reserve</td>
<td></td>
<td>139,504</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2,853,015</td>
</tr>
</tbody>
</table>

Sheila O’ Malley
President

Eugene Donoghue,
Chief Executive Officer

The accompanying notes are an integral part of these accounts.
## Cash Flow Statement for the Year Ended 31 December 2000

<table>
<thead>
<tr>
<th>Notes</th>
<th>2000</th>
<th>1999</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Cash Inflow / (Outflow) from Ordinary Activities</td>
<td>Note 1</td>
<td>(356,862)</td>
</tr>
<tr>
<td>Investing Activities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payments to acquire fixed assets</td>
<td></td>
<td>(83,387)</td>
</tr>
<tr>
<td>Net Cash (Outflow)/Inflow</td>
<td></td>
<td>(440,249)</td>
</tr>
<tr>
<td>Decrease / (Increase) in Cash &amp; Equivalents</td>
<td></td>
<td>(440,249)</td>
</tr>
</tbody>
</table>

### NOTES TO CASH FLOW STATEMENT

#### 1. Reconciliation of Operating Surplus to Net Cash Inflow

<table>
<thead>
<tr>
<th>Description</th>
<th>2000</th>
<th>1999</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating Surplus/(Deficit)</td>
<td>(146,958)</td>
<td>(395,955)</td>
</tr>
<tr>
<td>Depreciation Charge</td>
<td>136,169</td>
<td>128,830</td>
</tr>
<tr>
<td>(Increase) / Decrease in Stocks</td>
<td>2,948</td>
<td>(15,412)</td>
</tr>
<tr>
<td>Loss on Disposal of Fixed Assets</td>
<td>6,538</td>
<td>-</td>
</tr>
<tr>
<td>(Increase) / Decrease in Debtors</td>
<td>454,985</td>
<td>(478,253)</td>
</tr>
<tr>
<td>Increase / (Decrease) in Creditors</td>
<td>(810,544)</td>
<td>597,469</td>
</tr>
<tr>
<td>Net Cash (Outflow) / Inflow</td>
<td>(356,862)</td>
<td>(163,321)</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Description</th>
<th>2000</th>
<th>1999</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balances at 1 January</td>
<td>308,605</td>
<td>725,505</td>
</tr>
<tr>
<td>Net Cash (Outflow) / Inflow</td>
<td>(440,249)</td>
<td>(416,900)</td>
</tr>
<tr>
<td>Balance at 31 December</td>
<td>(131,644)</td>
<td>308,605</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Description</th>
<th>31 Dec 2000</th>
<th>1 Jan 2000</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash at Bank and In H and Bank Overdraft</td>
<td>141,299</td>
<td>308,605</td>
<td>(167,306)</td>
</tr>
<tr>
<td></td>
<td>(272,943)</td>
<td>-</td>
<td>(272,943)</td>
</tr>
<tr>
<td></td>
<td>(131,644)</td>
<td>308,605</td>
<td>(440,249)</td>
</tr>
</tbody>
</table>

Sheila O’Malley, Eugene Donoghue, President, 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. The currency used in these Financial Statements is the Irish Pound which is denoted by the symbol IR£.

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
- Equipment and Fittings: 2.5% Reducing Balance
- Computer Equipment: 25% Straight Line
- Computer Software: 10% Straight Line
- Telephone Equipment: 10% Straight Line

During 1999, the Board’s premises at 31/32 Fitzwilliam Square was revalued by The Valuation Office in accordance with Financial Reporting Standard 15. The Valuation Office considered the open market value of the property at the time to be £3,250,000.

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 1999 to apportion £1,625,000 as Freehold Building and £1,625,000 as Freehold Land.

Depreciation of the Freehold Property is charged on a Straight Line basis over 50 years. No depreciation is charged on Freehold Land in line with the provisions of the Reporting Standard.

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

Fees, other than Annual Retention Fees, are taken into income as received. Annual Retention Fees includes fees in respect of 2000 received by 30 June 2001.
### Fixed Assets

(a) Total Fixed Assets

<table>
<thead>
<tr>
<th></th>
<th>Premises &amp; Fittings</th>
<th>Computer Software</th>
<th>Computer Equipment</th>
<th>Telephone Equipment</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost or Valuation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At 1 January 2000</td>
<td>3,394,170</td>
<td>379,122</td>
<td>152,794</td>
<td>459,849</td>
<td>4,385,935</td>
</tr>
<tr>
<td>Additions</td>
<td>-</td>
<td>16,791</td>
<td>5,848</td>
<td>47,860</td>
<td>83,387</td>
</tr>
<tr>
<td>Disposals</td>
<td>-</td>
<td>(8,116)</td>
<td></td>
<td>(212,593)</td>
<td>(220,709)</td>
</tr>
<tr>
<td>At 31 December 2000</td>
<td>3,394,170</td>
<td>387,796</td>
<td>158,642</td>
<td>295,116</td>
<td>4,248,613</td>
</tr>
</tbody>
</table>

Accumulated Depreciation

|                  |                     |                   |                    |                     |         |
| At 1 January 2000| 176,670             | 177,020           | 15,279             | 310,860             | 679,829 |
| Charge for Year  | 32,500              | 5,309             | 15,864             | 81,207              | 136,169 |
| Depreciation on Disposals | -     | (1,578)           |                    | (212,593)           | (214,171) |
| At 31 December 2000 | 209,170             | 180,751           | 31,143             | 179,474             | 601,827 |

Net Cost at 31 December 2000

|                  | 3,185,000           | 207,045           | 127,499            | 115,642             | 3,646,786 |

Net Cost at 31 December 1999

|                  | 3,217,500           | 202,102           | 137,515            | 148,989             | - 3,706,106 |

### Creditors

(a) Amounts falling due within one year

<table>
<thead>
<tr>
<th></th>
<th>2000</th>
<th>1999</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade Creditors and Accruals</td>
<td>582,806</td>
<td>1,113,262</td>
</tr>
<tr>
<td>Bank Overdraft</td>
<td>272,943</td>
<td>-</td>
</tr>
<tr>
<td>Bank of Ireland Mortgage</td>
<td>62,408</td>
<td>58,856</td>
</tr>
<tr>
<td>Fees Received in Advance</td>
<td>98,660</td>
<td>316,340</td>
</tr>
<tr>
<td></td>
<td>1,016,817</td>
<td>1,488,458</td>
</tr>
</tbody>
</table>

(b) Amounts falling due after one year

<table>
<thead>
<tr>
<th></th>
<th>2000</th>
<th>1999</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bank of Ireland Mortgage</td>
<td>123,477</td>
<td>189,437</td>
</tr>
<tr>
<td></td>
<td>123,477</td>
<td>189,437</td>
</tr>
</tbody>
</table>
Notes to Financial Statements for the Year Ended 31 December 2000

3. Bank Borrowings

An Bord’s bankers hold the title documents to its premises at 31/32 Fitzwilliam Square as security for its borrowings.

4. Superannuation Contribution

Permanent staff of An Bord Altranais are members of the Local Government Superannuation Scheme. Contributions are deducted from salaries at the rate of 5% in respect of Pensions and 1.5% in respect of Spouses and Orphans Scheme. Pensionable staff appointed after 6th April 1995 are liable to pay Class A rates of PRSI and superannuation contributions of 1.5% of pensionable remuneration plus 3.5% of net pensionable remuneration.

Contributions are treated as income in the year of deduction.

Superannuation Contributions include £14,818 (1999 - £14,645) from previous employers of three pensioners, relating to periods of service with these employers.

5. Staff Costs

Staff costs include £106,121 (1999 - £53,950) paid as retirement pensions and lump sums to former staff members.

6. Nursing Careers Centre

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

7. Prompt Payment of Accounts Act 1997

The Board, as a public body, adheres to the requirements of the Prompt Payment of Accounts Act, 1997 and has ensured that its payments policies and procedures generally meet the requirements of the Act. The Board’s standard terms of credit taken, unless otherwise specified in contractual arrangements, are 30 days from receipt of invoice. Invoices are processed as follows:

- Date of receipt
- Invoices are forwarded to appropriate officer for certification and are returned to the Accounts Department for payment within three weeks.

The Board’s procedures in respect of the Prompt Payment of Accounts Act, 1997 were interrupted towards the end of 2000. This resulted in no interest being paid in respect of a small number of late payments made during this period.

The Board reviews its administrative procedures on an ongoing basis in order to assist in minimising the time taken for invoice query and resolution. It has centralised the receipt of all documentation to ensure that where invoices are addressed to individual staff members and/or sections these invoices are forwarded to the Accounts Department immediately for processing purposes. These procedures provide reasonable but not absolute assurance against material non-compliance with the Act.
## Schedules to Accounts for the Year Ended 31 December 2000

<table>
<thead>
<tr>
<th>Schedule</th>
<th>2000</th>
<th>1999</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>IR£</td>
<td>IR£</td>
</tr>
<tr>
<td><strong>Accommodation</strong></td>
<td><strong>1</strong></td>
<td></td>
</tr>
<tr>
<td>Mortgage Interest</td>
<td>8,840</td>
<td>11,477</td>
</tr>
<tr>
<td>Cleaning</td>
<td>15,610</td>
<td>13,880</td>
</tr>
<tr>
<td>Insurance</td>
<td>7,141</td>
<td>6,883</td>
</tr>
<tr>
<td>Light and Heat</td>
<td>12,619</td>
<td>10,970</td>
</tr>
<tr>
<td>Repairs and Maintenance</td>
<td>22,883</td>
<td>21,818</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>67,093</strong></td>
<td><strong>65,028</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th><strong>2</strong></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Other Administration Costs</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Travel and Subsistence</td>
<td>111,899</td>
<td>94,318</td>
<td></td>
</tr>
<tr>
<td>Telephone</td>
<td>39,754</td>
<td>38,890</td>
<td></td>
</tr>
<tr>
<td>Postage</td>
<td>98,633</td>
<td>74,685</td>
<td></td>
</tr>
<tr>
<td>Printing and Stationery</td>
<td>127,339</td>
<td>104,285</td>
<td></td>
</tr>
<tr>
<td>Staff Training and Recruitment</td>
<td>37,382</td>
<td>46,345</td>
<td></td>
</tr>
<tr>
<td>Professional Fees</td>
<td>70,121</td>
<td>27,295</td>
<td></td>
</tr>
<tr>
<td>Legal Fees</td>
<td>5,073</td>
<td>14,717</td>
<td></td>
</tr>
<tr>
<td>Bank Interest and Charges</td>
<td>14,787</td>
<td>13,505</td>
<td></td>
</tr>
<tr>
<td>Computer</td>
<td>23,711</td>
<td>104,421</td>
<td></td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>15,168</td>
<td>16,812</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>543,867</strong></td>
<td><strong>535,273</strong></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th><strong>3</strong></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Projects</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Scope of Practice Project</td>
<td>130,166</td>
<td>118,509</td>
<td></td>
</tr>
<tr>
<td>All Ireland Research Fellowships</td>
<td>50,000</td>
<td>50,000</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>180,166</strong></td>
<td><strong>168,509</strong></td>
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</table>

<table>
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<th></th>
<th><strong>4</strong></th>
<th></th>
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</thead>
<tbody>
<tr>
<td><strong>Nursing Careers Centre</strong></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Recruitment Expenses</td>
<td>592,316</td>
<td>186,621</td>
<td></td>
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<tr>
<td>Local Appointments Commission</td>
<td>132,431</td>
<td>182,457</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>724,747</strong></td>
<td><strong>369,078</strong></td>
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</table>
Statement of Board Responsibilities

Section 25 of the Nurses Act 1985 requires the Board to prepare financial statements and to have the financial statements audited each year by an Auditor appointed for that purpose by the Minister. In preparing those statements, the Board undertakes to:

- Select suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Board will continue in operation
- Disclose and explain any material departures from applicable accounting standards

The Board is responsible for keeping proper books of account which disclose with reasonable accuracy at any time the financial position of the Board and which enable it to ensure that the financial statements comply with Section 21 of the Nurses Act, 1985. The Board is also responsible for safeguarding the assets of the Board and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Sheila O’Malley,  
President

Eugene Donoghue,  
Chief Executive Officer
Prompt Payments Act, 1997

Local Government Auditor’s Report pursuant to Section 13 of the Prompt Payment of Accounts Act, 1997.

Responsibilities of An Bord Altranais and the Local Government Auditor.
The Board is obliged to comply with the Act and, in particular, is required to ensure that it:

- Pays its suppliers by payment dates specified in the Act.
- Pays penalty interest on late payments and furnishes information on such interest to suppliers as laid down in the Act.
- Submits a report on its payment practice as set out in Section 12 of the Act.

Under Section 13 of the Act, it is my responsibility, as Auditor of An Bord Altranais to report on whether, in all material respects, the organisation has complied with the provisions of the Act.

Basis of Opinion

My examination included a review of the payment system and procedures in place and checking, on a test basis, of evidence relating to the operation of the Act in the organisation during the year.

I obtained all the information and explanations which I considered necessary for the exercise of my function under Section 13 of the Act.

Opinion

There was a small number of late payments in 2000, on which An Bord Altranais did not pay interest, and in this respect did not fully comply with the Act during the year ended 31st December 2000. This was due to difficulties with their accounting system, which has since been rectified.

Anne (N) Brennan
Local Government Auditor

Date: 23rd November 2001
Auditor's Report on An Bord Altranais

Introduction:-

I have audited the financial statements of An Bord Altranais for the year ended 31st December 2000. The financial statements have been prepared in accordance with the requirements of Section 21(1) of the Nurses Act, 1985. My audit certificate has been appended to the financial statements.

Nursing Careers Centre:-

An Bord Altranais administered the Nursing Careers Centre during 2000. The relevant income and expenditure in 2000 was £707,819 (€898,745) and £811,485 (€1,030,373) respectively showing a deficit for the year of £103,666 (€131,629). Included is a contribution from the Department of Health and Children of £642,000 (€815,172). The figures that are shown on the face of the Income and Expenditure Account as Nursing Careers Centre are direct costs only.

Financial Situation:-

Although, the year 2000 showed an overall deficit of £146,958 (€186,598), there is still an accumulated fund of £302,027 (€383,495). The cash flow statement, however, shows cash outflow of £356,862 (€453,121), and if this trend continues it may lead to a cash flow problem, which, inter alia will result in interest charges being incurred in the future.

Acknowledgement:-

I wish to express my appreciation to the Chief Executive Officer and his staff for their courtesy and co-operation during the course of the audit.

Anne (N) Brennan
Local Government Auditor

Date: 23rd November 2001