Other Issues

11.1 This chapter considers two further issues identified as being of concern to nurses and midwives during the consultative process. Firstly, the Commission outlines various aspects related to retirement problems which were communicated to the Commission on Public Service Pensions for consideration within the context of its terms of reference. Secondly, the Commission outlines a possible approach in relation to bullying. However, it is hoped that other proposed developments previously outlined in the report may also assist in resolving this issue, which should not be viewed in isolation.

Retirement

11.2 This section of the report deals with the retirement and pension issues which nurses and midwives asked the Commission on Nursing to address during the consultative process.

Issues Arising During the Consultative Process

11.3 Chapter Seven of the interim report of the Commission on Nursing identified many concerns which nurses and midwives held in relation to pensions and retirement; a summary of the main issues is given below:

- it was highlighted that as nursing and midwifery are a predominantly female profession, the years spent out of employment raising a family are lost to nurses in calculating pension entitlement;
- the effect of the marriage bar, on early retirement prospects, for those now in the forty-five to sixty-five age group, was brought to the attention of the Commission. It was reported, that on the removal of the marriage bar, many married nurses and midwives returned to the workforce, but with broken years of service for the purpose of calculating pension entitlement. In addition, if the nurse or midwife is to benefit from a reasonable pension at retirement, they may be faced with the requirement to repay a marriage gratuity plus compound interest on the sum accruing over the intervening period;
- nurses and midwives argued that there is inequity between the years of service required for pension purposes in the psychiatric service and the years required by other disciplines within the profession. Nurses and midwives sought parity with psychiatric nurses who are entitled to have each year of service after twenty years count as two years for pension
purposes. This enables them to have thirty years service reckonable as forty years service for retirement purposes and to retire, if they so wish, with immediate payment of pension at fifty-five years of age;

- because of the physically arduous and stressful nature of the work, nurses and midwives submitted that there was a need for all nurses to have access to early retirement if required;
- many nurses and midwives felt aggrieved that years of service in the profession worked abroad, were not acknowledged for superannuation purposes in Ireland, making it very difficult for some nurses to have enough years to avail of early retirement schemes or to have a reasonable occupational pension on retirement;
- some nurses and midwives reported that if they had undertaken their training or worked when qualified in a private hospital, those years were not reckonable for public service superannuation purposes;
- it was submitted that calculating pensionable allowances on the basis of an average of the amounts received in the last three years of service can be unfair, as it places undue pressure on nurses and midwives to optimise premium payments in the final years of service;
- nurses and midwives described the financial effect of the conversion process from long-term temporary to permanent contracts. For nurses and midwives with considerable temporary service, it is compulsory to pay superannuation contributions for their years of temporary service, when taking permanent employment;
- a plea was made by nurses and midwives for more flexible employment arrangements. It was reported that many nurses and midwives who left employment to raise families or for other reasons would like the opportunity to return to nursing or midwifery in a permanent part-time capacity. It was suggested that a barrier to the introduction of permanent part-time employment opportunities was the difficulty in relation to pension entitlement for part-time public service workers;
- some nurses and midwives submitted that information about pension entitlements should be made available to nurses and midwives early in their career to allow sufficient time to make provision for future requirements; and
- requests were made for pre-retirement programmes to be more widely provided for by employers.

Retirement Initiatives

11.4 The claim in relation to early retirement for nurses (other than psychiatric nurses) and midwives was considered by an Adjudication Board during the negotiations on pay and
conditions of nurses and midwives in early 1997, which was then considered by the Labour Court. The Board and the Labour Court recommended that all of the arguments be considered by the Commission on Public Service Pensions (CPSP) in the context of its terms of reference. However in the interim, the Labour Court recommended the implementation of a limited initiative from January 1997 to address the immediate situation of nurses and midwives (other than nurses and midwives who already enjoy enhanced superannuation terms), who find the demands of the profession are such that they are no longer able to function at the level of professional performance they themselves and management require (LCR15450). The Court recommended that:

- an early retirement facility be introduced for nurses and midwives, aged fifty five or over with at least thirty five years service, subject to a number of criteria which would underpin the delivery of a consistently high quality nursing service, limited to a quota of 200 per annum, to operate on a pilot basis pending the report of the CPSP; and
- the introduction of a pre-retirement initiative to facilitate nurses and midwives in reducing the amount of actual service commitment in the years immediately preceding their retirement. Nurses and midwives, aged fifty five or over, who have twenty years whole-time service and who do not otherwise enjoy enhanced superannuation benefits, may make application to work on a job-sharing basis for a maximum of three years prior to retirement, with the three years in question, or other lesser period, to reckon as full-time service for superannuation purposes. A quota not exceeding 600 applications was set for the initial three years operation of the scheme with up to a maximum of 300 applications being approved in year one.

11.5 It appears that there is generally a low uptake of the scheme. By early 1998 approximately eleven applications were made for early retirement and sixteen applications for the pre-retirement scheme.

**Commission on Public Service Pensions**

11.6 The Commission on Public Service Pensions was established in February 1996 with the following terms of reference:

"to examine and report on the pension terms of public servants employed in the Civil Service (non-industrial and industrial), Defence Forces, Gardaí, Education, Health and Local Authority Services, having regard to:

(1) the present and future costs arising under the schemes
financed by the Exchequer;

(2) claims for improvements in existing scheme benefits, including claims for voluntary early retirement;

(3) changes in the working environment and conditions of employment of public servants since the schemes were introduced; and

(4) the operational needs of the Services concerned."


11.7 The Commission considers that The Public Services Pension Commission (CPSP) in its examination of the totality of pension issues within the public service is in a better position to examine the difficult and complex pensions/retirement issues identified as being of concern to nurses and midwives during the consultative process. For this reason the Commission wrote to the CPSP outlining in detail the concerns of nurses and midwives in relation to retirement issues. The Commission understands that the CPSP is considering these issues within the context of its terms of reference.

Options to Increase Pension Entitlement

11.8 The Commission was concerned that, during the consultative process, many nurses and midwives appeared unaware of the options available to them to increase their pension entitlement. These options may be availed of at the individual initiative of a nurse or midwife. Nurses and midwives need to take individual responsibility for planning their retirement. It is important for every nurse and midwife to understand what their pension/retirement entitlements will be, based on their work pattern and the level of pensionable service which they can expect to have, at retirement age. The options available to nurses and midwives to increase their pension entitlement include the purchase of notional service (to a maximum of forty years) or the purchase of additional voluntary contributions (AVCs). The option most suited to an individual will depend on her or his circumstances. However, details in relation to the purchase of notional years or additional voluntary contributions should be available from either the personnel section within a health service provider or a nursing trade union. The Commission considers that health service providers have a responsibility in assisting nurses and midwives to plan their retirement by prompting discussion and making available information on the retirement and pension options which are readily available.
Bullying

11.9 Many nurses and midwives in discussions at the consultative fora and in written submissions complained of bullying in the workplace. A definition of bullying provided to the Commission by the Manufacturing Science Finance union was that it involved "persistent, offensive, abusive, intimidating, malicious or insulting behaviour, abuse of power or unfair penal sanctions, which makes the recipient feel upset, threatened, humiliated or vulnerable, which undermines their self-confidence and which may cause them to suffer stress." Bullying can have an adverse impact on the victim who may suffer chronic anxiety and stress which may result in the loss of self-confidence, ill-health and mental distress. It is not necessarily characterised by overt aggression or violence but in many cases may take the form of a continuous series of covert and manipulative actions which have the effect of undermining the self-confidence and personality of the victim. The Irish Business and Employers Confederation gave examples of bullying behaviour as including:

- abusing a position of power by unnecessarily undermining the work of a colleague and/or placing unreasonable demands on a particular individual;
- unreasonable or inappropriate monitoring of the performance of a colleague;
- persistently setting objectives with unreasonable or impossible deadlines or unachievable tasks;
- persistent negative attacks on personal or professional performance without good reason or legitimate authority;
- spreading malicious rumours or allegations;
- continually overriding the authority of a person;
- freezing out, ignoring or excluding; and
- shouting, aggressive behaviour, impatience, insults, etc.

11.10 It appeared from the views expressed by nurses during the consultative process that bullying may be taking place at a variety of levels in nursing and midwifery. The Commission heard of complaints of bullying from students, staff nurses and midwives and from management.

11.11 Bullying is not a phenomenon peculiar to nursing and midwifery. It is a form of harassment in the workplace that has been a source of concern to both employers and unions. The Commission understands that discussions are taking place between the Health Service Employers Agency, health boards and the nursing unions to formulate an agreed approach to bullying. Similarly, the Commission understands that the Irish Business and Employers Confederation is in the process of drafting guidelines for members to combat bullying in the workplace. The Commission recommends that all health service employers develop formal and informal
procedures to deal with bullying in the workplace. Informal procedures may be sufficient to resolve a complaint at local level with a minimum of disturbance. Where these are not effective, formal procedures should be implemented. All managers and nurses should be made fully aware of the procedures.

Summary of Recommendations in Chapter Eleven

The Commission recommends that all health service employers develop formal and informal procedures to deal with bullying in the workplace. (11.11).
Implementation of the Recommendations of the Commission on Nursing

12.1 The Commission has made a wide range of recommendations which are of major importance to the future development of nursing and midwifery. There is a need to ensure that the profession is involved in the implementation of the recommendations of the Commission. There should be clear communication with the profession on the implementation of the recommendations which will have a fundamental impact on the daily working lives of nurses and midwives.

12.2 Therefore, the Commission recommends the establishment of a monitoring committee under the aegis of the Department of Health and Children comprising representatives of the Department, the Board, the four nursing unions and service providers to monitor the progress of the implementation of the recommendations. The Commission recommends that progress reports on the implementation of the recommendations be prepared annually for circulation among the profession.

12.3 The Commission recognises that the recommendations contained in the report need to be implemented in a structured, phased and carefully planned manner. This needs to be balanced against the need of the profession to see progress at an early stage in response to the report of the Commission. The Commission is of the view that this balance can best be achieved by setting a target date for the implementation of all the recommendations in the report and by suggesting a timetable for certain key institutional and structural reforms. The Commission is of the view that all the recommendations contained in the report should be implemented by the end of 2002 at the latest. Some of the recommendations contain a time scale for their implementation. Those that do not have a time scale should be implemented as soon as is practicable. The Commission recommends the following timetable in relation to certain key institutional and structural reforms:

**Regulation of the Profession**

- The legislation amending the Nurses Act 1985 should be introduced before the Houses of the Oireachtas by early 1999.
- The working party, composed of the Department of Health and Children, the Health Service Employers Agency, nursing and other appropriate organisations, to
establish criteria in relation to entry requirements, education qualifications and training for care assistants, should be established by January, 1999.

Preparation for the Profession

- The forum composed of representatives of the third-level institutes, schools of nursing, health service providers and the Board should be established at the earliest possible date. It is to report within two years of its establishment and a lead in time is required following its report to allow nurse educators, career guidance counsellors and others prepare for the transition to the pre-registration degree programme at the start of the academic year in 2002.
- The Board should begin discussions with the CAO to allow the nursing application process to be incorporated within the CAO system in time for the intake of students in the year 2000.
- The degree programme should commence at the start of the academic year in 2002. As stated in the report, no third-level institute should commence a pre-registration degree programme in advance of this date. All third-level institutes and each of the direct entry disciplines (general, mental handicap and psychiatric nursing) should start the degree programme in 2002.

Professional Development

- The National Council for the Professional Development of Nursing and Midwifery is a core recommendation of the Commission. It is important that the National Council be established at the earliest possible date. The clinical career pathway for nurses and midwives proposed by the Commission is dependent on the effective operation of the National Council. It is important that the National Council commences its work in determining areas of specialism in nursing and midwifery and the guidelines for the creation of specialist posts.
- The Commission is aware that a number of the profession are already operating at the level of specialist. Some of these have developed in an ad-hoc manner as outlined in the report. It is important that the position of specialist posts be regularised at an early date. Top priority should be given to the creation of clinical nurse or midwife specialist and advanced nurse or midwife practitioner posts. The Commission envisages that the initial such posts will have been created by the end of 1999 at the latest.

Role of Nurses and Midwives in the Management of Services
• The Chief Nursing Officer at the Department of Health and Children will have a crucial role in the implementation of the recommendations of the Commission. The appointment of additional support staff recruited by the Department of Health and Children to assist in the implementation of the report should be one of the first initiatives undertaken in response to the report.

• Another key recommendation is the establishment of a Nursing and Midwifery Planning and Development Unit in each health board. The units will have a range of functions and are seen as providing a crucial strategy development and planning function at a time of substantial change within the profession. In particular they have an important role to play in the creation of clinical nurse or midwife specialist and advanced nurse or midwife practitioner posts. Therefore it is important that these units are put in place at the earliest possible date.
Bibliography (Chapter 2)


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Hardwicke Hospitals, St Laurences Dublin, 1772-1972. Dublin.


Appendix One - List of Submissions Received

1. MsLiz Sheridan CoSligo
2. A McCarthy CoCork
3. MsNoreen Roche CoTipperary
4. MsCatherine Hayes London
5. Anonymous Nurses StJoseph’s Hospital Castletownbere CoCork
6. MrMartin Clancy CoClare
7. MsKay Shine CoLouth
8. MsClare Kelly National Children’s Hospital Dublin 2
9. Staff Nurses Macroom District Hospital
10. MrGearoid Donnchadh CoWicklow
11. Assistant Nurses SUjohn of God Brothers CoLouth
12. MsMaureenGaughran CoLouth
13. Nursing Staff StCamillus’ Hospital Limerick
14. MsBreda Brady Dublin 2
15. MsClaire Nee
16. MrMalachy Feely CoMeath
17. MsOrla Ryan Dublin 18
18. MrJohn O’Neill CoWexford
19. MsCatherine Hogan Dublin 14
20. MsErica Shipman CoDublin
21. MrsKathleen Ensko CoMayo
23. MrMartin Hewitt CoKildare
24. MrsAnne Forde CoOffaly
25. MsMargaret Walshe Dublin 15
26. MsSheila O’Connor CoCork
27. Public Health Nurses in North Kerry
28. Staff Working in three Psychiatric Day Centres Eastern Health Board
29. Public Health Nurses Dublin 9
30. MsClara Ni Ghiolla Belfast
31. MrDonal O’Sullivan & MrWinifred Leonard Dublin 7
32. MrLiam Gormley CoWicklow
33. Hospital Pharmacists’ Association Ireland
34. MrJimmy Stenson CoWestmeath
35. M Finlay CoLaois
36. Anonymous
37. MsTeresa Lynch CoLaois
38. Anonymous
39. MsBrigid O’Connor CoCork
40. MsUrsula Cafferty CoWestmeath
41. MsBetty Foley CoKerry
42. MsMary Kelly CoKerry
43. MsMary Teresa Devane CoKerry
44. Nursing Administration General Hospital Tullamore
45. MsMarie Conlon CoLaois
46. Temporary Nursing Staff CoLaois
47. Representation of Staff from a Day Activity Centre for
   People with Learning Disabilities in Dublin
48. Enrolled Nurses Cherry Orchard Hospital
49. Institute of Guidance Counsellors North Eastern
   Branch CoMonaghan
50. MsAnn Winters CoMayo
51. MsColette Costello Limerick
52. MsEithne O’Reilly Gulry Cavan
53. MsCatherine Hanrahan Limerick
54. MsClaire Crowe Dublin 12
55. MrBrian Denham Dublin 4
56. Irish Association of Nursing in Aids Care (IANAC)
57. MsAnne McElligott CoKerry
58. MsHelen Duffy CoDublin
59. MsMargaret Cotter CoCork
60. MsEileen Hennigan CoDublin
61. MsFionnuala O’Gorman Cork
62. Detoxification Unit Beaumont Hospital
63. Home Care Management Team From Swords &
   Balbriggan CoDublin
64. MrAlbert Murphy Waterford
65. MsMary Thornton CoClare
66. MsPatricia Lynch Manning CoCork
67. MsBernadette Walker CoWestmeath
68. MsVeronica Gibbons CoWestmeath
69. MsRose Conlon CoWestmeath
70. MsPauline Woods CoLouth
71. Longford Public Health Nurses
72. MrsPhil Yourell CoWestmeath
73. MrsTheresa Maguire Dublin 9
74. Nurse Tutors CoDonegal
75. MrTony Barden Waterford
76. Pat O’Neill Waterford
77. MrTom Clare Dublin 14
78. Sunbeam House Services CoWicklow
79. MsValarie Small Dublin 8
80. Midwifery Tutors from the Midwifery Training
    Schools
81. MsGeraldine Darcy Limerick
82. Senior Public Health Nurses South Eastern Health
    Board
83. MsNora Quill CoCork
84. Night Sisters COPE Foundation Cork
85. MsMonica M Collins CoOffaly
86. Student Midwives CoCork
87. MsMonica M Collins CoOffaly
88. Nursing Staff Involved in Care of the Elderly Midland
    Health Board
89. MsMary Dunne CoOffaly
90. Acute Pain Service Beaumont Hospital
91. Nursing Advisory Forum of the Irish Association for
    Palliative Care
92. Nurses/Addiction Counsellors Western Health Board
93. MrJoe Faulkner Sligo General Hospital
94. MsCatherine O'Sullivan Cork
95. Theatre Department Waterford Regional Hospital
96. Nursing Staff StBrendan’s Home, CoGalway
97. Staff Nurses Brothers of Charity Services Boyle
98. MsAnn Sharkey CoLouth
99. MsSheila O'Reilly Cork
100. Nurse Manager Branch Psychiatric Nurses Association
101. MsPhilomena Stynes CoDublin
102. Unit Nurse Officers/Services Managers Sligo General Hospital
103. MsMargo Topham Cork
104. Nurse Tutors Letterkenny
105. Nurses from Carrigoran Nursing Home CoClare
106. MsMary Kelly CoOffaly
107. MsMaureen Crowley CoCork
108. Nursing Administrator Sisters in Beaumont Hospital in Charge of Out of Hours Services
109. Community Psychiatric Nurses Sligo
110. MrHenry Abbott CoWestmeath
111. Staff from the Outpatient Department StJohn’s Hospital Limerick
112. Phil Murphy CoCork
113. Community Nurses working within Early Childhood Services in the Brothers of Charity in Galway and Roscommon
114. Rehab Unit StMary’s Hospital Mullingar
115. J Leahy Kilkenny
116. MsNora Garahy CoOffaly
117. First Floor Staff Nurses StJohn’s Hospital Limerick
118. MsJudith Chavasse Dublin 14
119. Infection Control Nurses Association (Irish Group)
120. Nurses working in the Eastern Health Board’s Aids/Drugs Services
121. The Donegal Practice Nurses
122. Psychiatric Nurses with Family Therapy Qualifications from North Western Health Board
123. Community Nursing Group Area 7 Psychiatric Services Eastern Health Board
124. Community Psychiatric Nurses in the Roscommon Psychiatric Service
125. Sligo Association of Critical Care Nurses (S.A.C.C.N.)
126. MsM O’Flynn CoCork
127. MsElaine O’Dwyer Waterford Regional Hospital
128. MsFrances McHugh Sligo General Hospital
129. Public Health Nurses Institute of Community Health Nursing Longford/Westmeath Branch
130. Representative Group of Nurses working in New and Developing Community Mental Health Projects in the Mayo Psychiatric Service
131. INO Members District Hospital Listowel
132. 3rd Year Students (1994 Intake) Letterkenny General Hospital
133. Nurses from COPE Foundation Cork
134. MsMary Syron CoGalway
135. Ms Helen Plunkett Limerick
136. Anonymous
137. Ms Anna O’Brien Cork
138. Anonymous
139. Regional Technical Colleges Nurses
140. Mr Eugene Caulfield North Eastern Health Board
141. Ms Eilis Fullam Co Kildare
142. Ms Deirdre Clarke Dublin 5
143. Ms Rita Moloney Co Kildare
144. L Kelly Dublin 14
145. Ms Jane Donohue Co Meath
146. Public Health Nurses Tuam, Co Galway
147. Ms Mary Glennon Co Kildare
148. Ward Sisters employed by COPE Foundation, Cork
149. Nurses engaged in the Addiction Service for the Elderly at Cork University/St Finbarr’s Hospitals
150. Senior Public Health Nurses Institute of Community Health Nursing
151. Psychiatric Nurse Managers in the Cork Area
152. Clinical Nurse Specialist Group in Cystic Fibrosis in Ireland
153. Midwifery Staff National Maternity Hospital
154. Nursing Staff Portiuncula Hospital Galway
155. Mr Lawrence Cunningham Co Westmeath
156. Ms Eileen Fitzgerald Kilkenny
157. Ms Margaret O’Connell Waterford
158. Ms Bridget Ryan Co Cork
159. Staff from the Intensive Care Unit Wexford General Hospital
160. Ms Patricia F Harte Sligo General Hospital
161. The Nurses of St Columbanus Home Killarney
162. Ms Mary Burke Co Tipperary
163. Irish Association of Counsellors Midland Health Board Regional Group
164. Mr Michael O’Keefe Co Cork
165. Ms Mary Mulvihill Co Tipperary
166. Community Psychiatric Nurses East Galway Psychiatric Services
167. Ms Marie McCarthy Co Cork
168. Ms Marion Moriarty Limerick
169. Ms Myriam Leahy Co Cork
170. Anonymous
171. Irish Nursing Research Interest Group
172. Matrons’ of the Geriatric Hospitals of the South East Region
173. Nursing Officers in the Mayo Psychiatric Services
174. Staff Nurses Coronary Care Unit Beaumont Hospital
175. Ms Rita Smith Dublin 16
176. Ms Anne Fox Dublin 9
177. Ms Maura O’Brien Co Tipperary
178. Ms Frances Kennedy Co Tipperary
179. Ms Moya Carroll Cavan
180. Community Psychiatric Nurses from the South Eastern Health Board
181. Diabetes Nurses Beaumont Hospital
182. Ms Margaret McCarthy Limerick Regional Hospital
183. Senior Public Health Nurses Co Kerry
184. Mr Jim Thomas Co Mayo
185. Irish Association of Critical Care Nurses
186. St Colman’s Hospital Co Wicklow
187. Members of Institute of Community Health Nursing
188. Generic Community Psychiatric Nurses in the Donegal Area of the North Western Health Board
189. Senior Nurse Managers South Eastern Health Board
190. Ms Deirdre Kavanagh & Ms Maura Colgan Eastern Health Board
191. Nurse Tutors School of Nursing Sligo
192. Ms Ita Tighe Dublin 3
193. The Cognitive Behavioural Psychotherapists North Western Health Board
194. Community Psychiatric Clinical Nurse Specialists in Addiction in the Donegal Area of the North Western Health Board
195. Association of Administrative Psychiatric Nurses (AAPN)
196. Ms Marianne Doran Beaumont Hospital
197. Staff Nurses Top Floor, St John’s Hospital Limerick
198. Public Health Nurses Mid-Western Health Board
199. Liver Transplant Co-ordinators St Vincent’s Hospital Dublin 4
200. Nursing Officer Group (Psych) St Loman’s Hospital Dublin 20
201. Education Committee St Loman’s Hospital Dublin 20
202. Public Health Nurses Class 96/97 University College Dublin
203. Course Co-ordinators St Vincent’s/Mater Hospitals
204. Ms Sandy Mason Co Louth
205. Ms Noreen Keane Dublin 9
206. Ms Eileen McKenna Co Kerry
207. Ms Sinead Hanafin University College Cork
208. Mr Mark Monahan Dublin 9
209. Ms Martina Kehoe Waterford Regional Hospital
210. Ms Joan Phyllis Kirwan Waterford Regional Hospital
211. Ms Susan O’ Donoghue Waterford Regional Hospital
212. Dr Colin Buckley Waterford Regional Hospital
213. Ms Avril O’ Leary Dublin 9
214. Mr Jim Brosnan Dublin 20
215. Nurse Members attached to Clondalkin and Tallaght Mental Health Services from St Loman’s Hospital Dublin 20
216. Mr Malachy Nugent Dublin 7
217. Ms Mary Tynan
218. Theatre Nursing Staff Beaumont Hospital
219. Ms Siobhan Ni Scanaill & Ms Jane Leavy Dublin 8
220. Members of the Irish Association of Operating Theatre Superintendents/Managers
221. Director and Family Development Nurses of the Community Mothers Programme Eastern Health Board
222. Saville & Holdsworth University of Limerick
223. Nurse Education Committee Sligo General Hospital
224. Diabetes Nurse Specialist Group StVincent’s Hospital Dublin 4
225. Department of Community Psychiatric Nursing St. Patrick’s Hospital Dublin 8
226. Community RGNs Dublin 14
227. Renal Unit Sligo General Hospital
228. Ms Bernie Morrisroe Sligo General Hospital
229. Ms Mary Gillan Sligo General Hospital
230. Ms Madeleine Munnelly Sligo General Hospital
231. L Rutledge Sligo General Hospital
232. Ms Noreen O’Sullivan Sligo General Hospital
233. Ms Mary Flatley Sligo General Hospital
234. Ms Karen Reynolds Sligo General Hospital
235. Ms Margaret Towey Sligo General Hospital
236. G O’Brien Sligo General Hospital
237. Ms Karen E Fagan Sligo General Hospital
238. Ms Maureen Campbell Sligo General Hospital
239. Ms Rosemary Irwin Sligo General Hospital
240. Ms Ciara Swayelen Sligo General Hospital
241. Staff Nurses working in the Field of Learning Disabilities Cork
242. Ms Imelda B McCarthy Cork
243. Ms Joan Phelan
244. Midwifery Staff Rotunda Hospital
245. Public Health Nurses Southern Health Board
246. Ms Margaret Freeney Limerick
247. Public Health Nurses Roscommon Area
248. Junior Ward Sisters Intensive Care Unit Beaumont Hospital
249. Staff Nurses Intensive Care Unit Beaumont Hospital
250. Ms Sheila Fitzgerald Dublin 10
251. Ms Mary Villiers CoCork
252. Ms Elizabeth Doyle Dublin 15
253. Ms Patricia Campbell CoMeath
254. Public Health Nurses/ Addiction Counsellors Eastern Health Board
255. Nursing Staff Ard Aoibhinn Centre Wexford
256. Lifford Community Hospital
257. Dual Qualified Registered Psychiatric and Registered General Nurses Tralee General Hospital
258. Ms Caroline Dolan & Ms Catherine Croffy Co. Galway
259. Terry Hayes CoWaterford
260. National University of Ireland - Galway
261. Theatre Staff Lourdes Orthopaedic Hospital Kilkenny
262. Nursing Staff Lourdes Orthopaedic Hospital Kilkenny
263. INO Midwife Members The Coombe Hospital Dublin 8
264. Ms Maureen Lynn & Ms Jacqueline Egan Dublin 8
265. St Vincent’s Hospital Fairview Dublin 3
266. Health Counsel Dublin 3
267. Nursing Staff St Patrick’s Ward Beaumont Hospital
268. Ms Angela Lally Dublin Dental Hospital
269. Health Sciences Group of the Library Association of Ireland
270. Ms Margaret O’Brien Dublin 6
271. Ms Anne Murphy Meath Hospital & Ms Anna Craig
   National Children’s Hospital
272. Irish Pharmaceutical Union
273. Ms Sandra Keating Co Offaly
274. Ms Mary Riordan Dublin 2
275. Irish Business and Employers Confederation
276. Tutorial Staff School of Nursing, Mater Hospital
277. Liaison Nurses Forum Our Lady’s Hospital for Sick Children Crumlin
278. Director of Nursing and Nursing Staff from The Children’s Hospital Temple Street
279. Anonymous
280. Nurses from Phlebotomy, Urodynamics and Outpatient Departments Beaumont Hospital
281. Ms Edwina O’Keeffe Kilkenny
282. Occupational Health Department Waterford Regional Hospital
283. Nursing Staff St Patrick’s Geriatric Hospital Cashel, Co Tipperary
284. National Nursing Sisters Association
285. Midwives in Ultrasonography Rotunda Hospital
286. Maternity Unit Letterkenny General Hospital
287. Cork Voluntary Hospitals School of Nursing
288. Ms Eileen Cullen & Ms Eilis Breen
289. Ms Margaret McGilly Cuddy Wexford
290. Female Surgical St Luke’s General Hospital, Kilken
291. Ms Una Webster Co Cork
292. Mr Sean McCarty Waterford
293. Ms Marie Healy Co Cork
294. RNMH’s working in the community in Cork and Kerry
295. Ms Maureen Cahill Co Cork
296. Ms Maura Fagan Co Louth
297. Matrons/Directors of Nursing Care of the Elderly Service North Eastern Health Board
298. Area Co-ordinators Care of the Elderly North Eastern Health Board
299. The Irish Matrons’ Association
300. Psychiatric Nurses Area 7 Psychiatric Services Eastern Health Board
301. The National Rehabilitation Hospital Dun Laoghaire
302. A Fitzsimons Royal Victoria Eye and Ear Hospital Dublin 2
303. Ms Breda Jones Dublin 3
304. Institute of Public Administration
305. Mrs Eileen Maher & Ms Wendy Fair St Luke’s Hospital Dublin 6
306. Faculty of Health Sciences Trinity College Dublin
307. Union of Students in Ireland
308. M W Quigley Galway
309. Domiciliary Midwives and Home Births in Ireland
310. National Rehabilitation Board
311. Association of Nurse Teachers
312. Mr John Fitzpatrick Co Kildare
313. Ms Patricia Fitzpatrick Co Kildare
314. Ward Sister Association St Finbarr’s Hospital, Cork
315. Ms Jean Harrison North Eastern Health Board Harcourt Street
316. Ward Sisters St Luke’s Hospital, Kilkenny
317. Public Health Nurses Area 2, Eastern Health Board
318. Mr Geoff Day North Eastern Health Board
319. Ms Jane Boyle Donegal
320. Ms Clare O’Herlihy Cork
321. Nurses from St Anne’s Hospital Dublin 6
322. National Neurosurgical Unit Beaumont Hospital
323. The Board Faculty of Nursing Royal College of Surgeons in Ireland
324. Outreach Counsellors working in the Aids/Drugs Service of the Eastern Health Board
325. Nursing Staff of the Adelaide and Meath Hospital incorporating the National Children’s Hospital
326. Nursing Staff St Loman’s Hospital, Mullingar
327. Nursing School National Children’s Hospital Harcourt Street
328. Nursing Staff of the National Children’s Hospital
329. Cardiac Catheterization Laboratory St James’s Hospital
330. Radiology Staff Nurses St James’s Hospital
331. Behaviour Nurse Psychotherapists from the Eastern Region
332. Ms Miriam McCarthy Co Wicklow
333. B N Brown Galway
334. National Senior Public Health Nurses
335. Senior Public Health Nurses of the Eastern Health Board
336. The Irish Association for Nurses in Oncology
337. Ms Joan Kelly Irish Cancer Society
338. Midwives Our Lady of Lourdes Hospital, Drogheda
339. Nursing and Midwifery Staff Our Lady of Lourdes Hospital, Drogheda
340. Nurse Tutors School of Nursing, Beaumont Hospital
341. Mr Martin Connor & Mr John McTiernan Community Care Area 8 Eastern Health Board
342. Nursing Administration and Nursing Staff St Vincent’s Hospital Co Laois
343. Ms Lorna Kelleher Cork
344. The Nurse Teachers The School of Nursing St Vincent’s Hospital Elm Park, Dublin 4
345. Miss J Bartley Beaumont Hospital
346. Psychiatric Nurse Managers in the Cork area
347. Irish Registered Nursing Homes Association
348. Department of Nursing St Vincent’s Hospital Elm Park, Dublin 4
349. Ms Joan Moyles Co Mayo
350. The National Superintendent Public Health Nurses Group
351. Ms Joan Murray Beaumont Hospital
352. Association of Family Planning Nurses Ireland
353. Dr Aine O’Sullivan Cavan
354. Staff Nurses COPE Foundation Hollyhill, Cork
355. Senior Nurse Managers St Finbarr’s Hospital Cork
356. Public Health Students National University of Ireland - Cork
357. Nursing Staff Medical Floor St Luke’s Hospital Kilkenny
358. Ms Margaret Maguire Sligo General Hospital
359. Mr John McNally Monaghan
360. St Bridget’s Hospital Carrick-on-Suir Co Tipperary
361. Ms Noreen Cremin Co Kerry
362. Community Psychiatric Nurses Community Care Area 8 Eastern Health Board
363. Board and Staff of Cheeverstown House Limited Templeogue Dublin 6W
364. Ms Irene O’Mahony & Ms Karen Kelleher National University of Ireland - Cork
365. Ms Mary Burke Co Offaly
366. Ms Ciara Davin Dublin 4
367. Group of West Cork Public Health Nurses
368. Nursing Staff St John’s Community Hospital Sligo
369. Ms Breda O’Donoghue Co Cork
370. Staff from St Patrick’s Hospital Cashel, Co Tipperary
371. Ms Brigid Caldwell Co Longford
372. Ms Norma Kissane Co Kerry
373. Anonymous
374. Ms Stephanie Ryan Co Tipperary
375. Ms Mary Cullinan Co Offaly
376. Ms Ann Cahalane Co Cork
377. Ms Marion Barnes Co Kerry
378. Mr David Healy, Co Cork
379. Ms Kathryn Healy, Co Cork
380. Ms Sarah A Lawless Co Mayo
381. Ms Helen P McLoughlin Co Offaly
382. Ms Fiona Robins-Claffey Co Offaly
383. Ms Eileen O’Heney Co Westmeath
384. Ms Peggy Murtagh Co Westmeath
385. Nurses Eye Department Waterford Regional Hospital
386. Ms Elizabeth Cuddy Devine Roscommon
387. Ms Nuala Cashlin Letterkenny General Hospital & Ms Ann Monaghan Sligo General Hospital
388. Ms Jill Anthony Waterford Regional Hospital
389. Accident & Emergency Sisters Beaumont Hospital
390. Geriatric Section Sacred Heart Hospital, Castlebar
391. Ms Maura Walsh Waterford Regional Hospital
392. Senior Nurse Managers Donegal Mental Health Services
393. Ward Sisters & Junior Ward Sisters Brothers of Charity Co Roscommon Services
394. Ward Sisters Sligo General Hospital
395. Registered Nurses in Mental Handicap St Vincent’s Centre, Co Limerick
396. Rescue Trust
397. Degree Nurses Association
398. Dermatologist Nurses City of Dublin Skin and Cancer Hospital Dublin 2
399. Working Group National Association for the Mentally Handicapped of Ireland
400. Stoma Care Department Baggot Street Community Hospital
401. October 1996 intake of Student Nurses at Sligo General Hospital
402. Registered General Nurses in Community Care Area 4 who are Members of IMPACT
403. Mr Paul Gallagher Dublin 9
404. Ms Bernadette Carpenter Co Dublin
405. Nursing Staff Heath County Infirmary Navan
406. Ms Maria M Murphy Cork
407. Ms Ann Mason Cork
408. Ms Triona Leyden Co Sligo
409. Anonymous
410. Ms Dolores Gavin Doyle Co Cork
411. Ms Ellen Manny Co Westmeath
412. St Luke’s Hospital Kilkenny
413. Ms Eleanor O’Connor Cork
414. Anonymous
415. Ms Kathleen McGovern Sligo
416. Unit Directors of the Galway County Association for Mentally Handicapped Children
417. Ms Margaret Dillon Limerick
418. Association of Behaviour Therapists in Services for People with Learning Disabilities
419. Ms Claire Gough Co Mayo
420. SIPTU Members Mayo Health Services
421. Bed Managers Group St James’s Hospital
422. St Brigid’s CPN Group Co Louth
423. Louth/Meath Family Therapy Service
424. Ms Geraldine Hoyne Co Tipperary
425. Mr Eugene McCormack Co Mayo
426. Clinical Placement Co-ordinators Beaumont Hospital
427. Ms Catherine Lavin & Ms Mary O’Dowd Co Mayo
428. Tutorial Staff of St Louise’s School of Nursing, St Joseph’s Hospital Dublin 15
429. Ward Sisters Mater Misericordiae Hospital
430. Nursing Sisters University College Hospital, Galway
431. Nurses University College Hospital, Galway
432. Ms Imelda Tobin Co Cork
433. Department of Nursing Studies National University of Ireland - Dublin
434. Ms Maureen Flynn Dublin 4
435. Nursing Staff Our Lady’s Hospital for Sick Children Crumlin
436. Nurse Managers Association (Mental Handicap)
437. Association of Nurses in Radiology
438. Co-ordinators for Continuing Education in three Health Board Areas
439. Ms Catherine Quinn Limerick
440. Mr Oliver O’Connor Cavan
441. Ms Margaret Fleming Monaghan
442. Ms Imelda Connolly O’Connor Co Limerick
443. Ms Lynda Moore Cork
444. Ms Mary Harvey Co Clare
445. Education Committee Letterkenny General Hospital
446. Pat Monaghan Galway
447. Nursing Officers and Deputy Nursing Officers St. Dympna’s Hospital Carlow
448. Computer Nurse Co-ordinators Meath and Adelaide Hospitals
449. Ms Mary Harte Sligo General Hospital
450. The Irish Innovative Nurse Management Network
451. Ms Mary Kearney Co Galway
452. Ms Maria McInerney Limerick
453. Mr Michael Gilligan, Mr Peadar Ryan & Mr Eugene McCormack
454. INO Members St John’s Hospital Enniscorthy
455. Ms Marian Keely Co Tipperary
456. Ms Sheila Reilly Co Tipperary
457. Ward Sisters University College Hospital Galway
458. Chief Nursing Officer Group (Psychiatric Service) Eastern Health Board
459. Nursing Staff University College Hospital Galway
460. Public Health Nurses in Community Care Area 5 Eastern Health Board
461. Ms Veronica Mee Co Dublin
462. Dr Colette Halpin on behalf of Child Psychiatrists in Ireland
463. Nurse Management Limerick Regional Hospital
464. Mr David Kieran Co Tipperary
465. Ms Rita Higgins Cavan
466. Educational Committee Mallow General Hospital
467. Ms Kathleen Seaver Kilkenny
468. Cork and Kerry Nurse Education Committee
469. Louth/Meath Hospital Group
470. Ms Mary Rogers Galway
471. Ms Anne O’Byrne Co Wicklow
472. St Angela’s College of Education Sligo
473. Professor John Carroll Dublin City University
474. Public Health Nurses in the Gorey Area Co Wexford
475. Ms Ita Healy Co Meath
476. Ms Patricia Barrett Co Mayo
477. Mr John Fennessy Co Tipperary
478. Night Superintendents St James’s Hospital St. Brigid’s Hospital Ballinasloe
479. Council of the Pharmaceutical Nurses Society of Ireland Cork
480. Public Health Nurses Working Group Cavan
481. Mr John Murray Waterford
482. Ms Fiona McGrath Dublin 7
483. Ms Mary Doyle Wexford General Hospital
484. Ms Nora Kane Waterford Regional Hospital Co Roscommon
485. Ms Mary Heffernan Co Limerick
486. Ms Anne Costigan Tipperary
487. Ms Ann Gallagher Co Donegal
488. Ms Joan Meaney Limerick
489. Ms Anne Gilbourne Limerick Regional Hospital
490. Ms Brigid Burke Co Waterford
491. Dialysis Unit Letterkenny General Hospital
492. Nursing Officers & Deputy Nursing Officers
493. Radiology/Cardiology University College Hospital, Cork
494. Mr Jim Brett Co Mayo
495. Ward Sisters & Staff Nurses St Nessa’s Regional Orthopaedic Hospital Croom
496. Mr Edmond McManamon Co Westmeath
497. Mr Padraig Noone Co Galway
498. Ms Mary Lyons & Ms Eileen Higgins Co Roscommon
499. Sisters of La Sagesse Services Cregg House Sligo
500. Nursing Staff Intensive Care Unit University College Hospital Galway
501. Ms Myra O’Brien Co Roscommon
502. Anonymous
503. Anonymous
504. Ms Trina Nolan Galway
505. Ms Geraldine Flynn Wexford General Hospital
506. Phil Mahony Kilkenny
507. Mr Barry Walsh Carlow
508. Ms Julia B Moloney Co Galway
509. State Enrolled Nurses working in Hospitals in the Midlands
510. Ms Sarah White Co Dublin
511. Mr Peter Ledden Dublin 3
512. Nursing Practice Development Co-ordinators
513. Ms Teresa Walsh Galway
514. Ms Deirdre Harrington Co Roscommon
515. Matrons of the Eastern Health Board
516. Director of Nursing and Nursing Staff St James’s Hospital
517. Ms Marie Molan Co Tipperary
518. Ward Sisters General Hospital Naas
519. Ms Anne Cleary
520. Ms Maeve Hanley, Ms Maureen Merne & Ms Teresa Murphy Carlow
521. Ms Anne Clarke Co Wicklow
522. Ms Mary Durkin Sligo General Hospital
523. Mr P Finnegan Co Mayo
524. Ms Sheena Faulkner
525. Ms Olive Veerkamp Co Louth
526. Ms Fiona Byrne
527. D Coyle Co Louth
528. Ms Geraldine O’Reilly Co Louth
529. Ms Ann McKenna Co Louth
530. Ms Lorraine Glynn Co Louth
531. Ms Antoinette Martin Co Louth
532. Ms Geraldine Roche Co Louth
533. Lee Byrne CoLouth
534. MsMarian Spelman CoLouth
535. MsAine McKenny CoLouth
536. MsMargaret Rowan CoLouth
537. MsMary Cuthbert CoLouth
538. MsStephanie Brennan CoLouth
539. Anonymous CoLimerick
540. MsMuriel Dawe CoLouth
541. MsLaura Breen CoLouth
542. MsMary Courtney McDonnell CoLouth
543. MsAmanda Lavery CoLouth
544. MsCathy Baylon CoLouth
545. Health and Safety Authority
546. Midwives Association of Ireland
547. MsKatherine Hogan Waterford Regional Hospital
548. SrNora Leonard CoWaterford
549. MsAlice O’Connor Waterford
550. MrEugene Cadden Dublin 7
551. MsMargaret McCafferty Sligo General Hospital
552. StLouise’s School of Nursing in conjunction with Nurse Practitioners from StJoseph’s Hospital Dublin 15
553. MrsBrigid Barron CoClare
554. Roscommon County Hospital
555. MsLillian O’Connor CoLimerick
556. MsDeirdre Carroll CoLimerick
557. MrGerard O’Neill Waterford
558. School of Nursing Waterford Regional Hospital
559. A Twomey Waterford
560. The Federation of Voluntary Bodies Galway Association
561. MrWillie Hackett & MrPaul Maher
562. National University of Ireland Nursing Studies Department
563. Ward Sisters Tralee General Hospital
564. MsAlice Cox Carlow
565. Phlebotomists Association of Ireland
566. Nursing Staff StMary’s Hospital Dublin 20
567. Leslie Proudfoot Dublin 4
568. SrMary Morrisroe Limerick
569. MsElizabeth Heffernan CoKerry
570. SIPTU Branch StCanice’s Hospital Kilkenny
571. MsHannah O’Leary CoTipperary
572. MsCathy Kinsella Kilkenny
573. Tutorial Staff, School of Nursing Limerick Regional Hospital
574. Hospitaller Order of Saint John of God CoDublin
575. MsAngela Clarke CoLouth
576. Mid-Western Branch Irish Nursing Research Interest Group
577. Nurse Managers/Matrons Western Health Board Area
578. MsAnnette Gee Waterford Regional Hospital
579. The Nursing Staff of Eastern Health Board Child Psychiatric Services
580. Age and Opportunity Marino Institute of Education
Dublin 9
581. Midwives St Finbarr’s Hospital Cork
582. Irish Health Services Management Institute
583. Public Health Nurses Community Care Area 4 Eastern
Health Board
584. Ms Bridget Kinsella Co Wicklow
585. Anonymous
586. Ward Attendants Limerick Regional Hospital
587. Anonymous
588. Ms Mary E Doherty Co Donegal
589. Public Health Nurses New Ross Area
590. Ms Mary Keogh Carlow/Kilkenny
591. South Tipperary Nursing Branch SIPTU
592. Ms Teresa O’Brien Co Tipperary
593. Ms Bridie O’Connor Co Galway
594. Ms Mary Cronin & Ms Elke Hasner North Eastern
Health Board
595. Ms Mary Killeen McCarthy Co Clare
596. Irish Practices Nurses Association Kilkenny
597. Night Superintendents North Eastern Health Board
598. Clinical Nurse Specialists Eastern Health Board
599. Ms Maura Ryan Limerick
600. Mr Michael O’ Sullivan Southern Health Board
601. Sr Celestine Co Cork
602. Degree Nurses Class of 1996 University College Cork
603. Matrons in Care of the Elderly Mid-Western Health
Board Area
604. Ms Geraldine Freeman Co Galway
605. Public Health Nurses Dingle Area
606. Care of the Elderly Day Hospital
607. School of Nursing Tralee General Hospital
608. Staff Nurses Tralee General Hospital
609. Public Health Nurses of Co Meath
610. Ms Rena English Co Tipperary
611. Mr Michael Bergin Kilkenny
612. Ms Christina Lambert Co Wexford
613. Behavioural Nurse Psychotherapists North Eastern
Health Board Psychiatric Services
614. Palliative Care Team Co Monaghan
615. Mr Liam Noud Carlow
616. Ms Margot Hanley Limerick Regional Hospital
617. Ward Sisters Limerick Regional Hospital
618. RNMH’s Early Childhood Services Brothers of
Charity Co Galway
619. Staff of Aras Attracta Swinford Co Mayo
620. Staff of St Mary’s Day Hospital Block 7 Orthopaedic
Hospital Cork
621. Ms Rita Bourke Galway
622. Control & Restraint Team North Eastern Health Board
623. Ms Agnes O’Sullivan Co Cork
624. National Superintendent Public Health Management
Group Representing all Health Boards
625. Nursing Officer & Deputy Nursing Officers Middleton
626. Staff from Cavan Day Hospital
627. SIPTU Members of CPN Group c/o St Davnet’s Hospital Monaghan
628. Mr John Cronin Co Cork
629. Nursing Officers & Deputy Nursing Officers St Stephen’s Hospital Co Cork
630. National Nursing Council SIPTU
631. Area Public Health Nurses Western Health Board
632. Ms Myra Sherry Co Kildare
633. Ms Evelyn Conran Dublin 14
634. Ms Anne Moynihan Co Limerick
635. Ms Bernadette Gannon Galway
636. Nurse Teachers Group in the Services of People with Mental Handicap
637. Ms Anne Cardiff Wexford General Hospital
638. Midwives Erinville Maternity Hospital Cork 640.
Ms Patricia Mearley Dublin 18
639. Outpatient Department James Connolly Memorial Hospital Dublin 15
640. Carlow/Kilkenny Home Care Team St Luke’s Hospital Kilkenny
641. Ms Anne Marie Lanigan South Eastern Health Board
642. Nurses from James Connolly Memorial Hospital Dublin 15
643. Nursing Officer Group
644. Ms Eithna Gaffney & Ms Eileen Moylan Dublin 6 W
645. Ms Noreen Delaney Co Tipperary
646. Ms Siobhan Carroll O’Brien Co Cork
647. Ms Mary McMahon Limerick Regional Hospital
648. Ms Margaret Lally Limerick Regional Hospital
649. Ms Pauline Kilcoyne Limerick Regional Hospital
650. Ms Mary Keary Co Galway
651. Nursing Officers & Deputy Nursing Officers Louth/Meath Mental Health Services
652. Ms Christina Hickey Kilkenny
653. NCHD Committee Irish Medical Organisation
654. Ms Rosaleen Crawley Clare Co Louth
655. Ms Eithne Cusack Dublin 15
656. Ms Olga Price
657. Mr Paddy Hyde Southern Health Board
658. Ms Nuala Rafferty Co Meath
659. Ms Helen O’Connor Co Kerry
660. Senior Staff Nurses Renal Unit Beaumont Hospital
661. Domiciliary Midwives
662. Ms Rose McLoughlin Dublin 4
663. J.C.M Unit James Connolly Special Children’s Hospital Carndonagh
664. Lecturers Department of Nursing National University of Ireland - Cork
665. An Bord Altranais
666. Registered Nurses College of Commerce Cork
667. *Irish Nurses Organisation
668. Ms Kay Coburn Carlow
669. Group of Nurses Forensic Services Central Mental
Hospital
670. Mr Seamus O’Mahony Co Dublin
671. Nurse Managers Letterkenny General Hospital
672. Anonymous
673. Clonmel Branch of the Psychiatric Nurses Association
674. Temporary Nurses North Eastern Health Board
675. P Madden Southern Health Board
676. Public Health Nurses Ballinasloe
677. Ms Mary Byrne North Eastern Health Board
678. Ms Noreen Lyons Co Kerry
679. Dr J Bernard Walsh, Dublin
680. Quality Assurance in Nursing Association
681. SIPTU Forensic Psychiatric Nurses Central Mental Hospital
682. Ms Bernadette McGough Co Monaghan
683. M H Gilrnan University College Hospital Cork
684. Ms Kathleen Harrington Co Tipperary
685. Nursing Alliance
686. Ms Maura Tummon Galway
687. Irish Public Health Nurses Nationwide
688. Mr Thomas Keary Co Galway
689. Mr John Shannon
690. The Western Branch Institute of Community Health Nursing
691. Anonymous
692. Mr Patrick J McDermott Co Roscommon
693. Chief Executive Officers from the Health Boards
694. C A MacGregor Co Louth
695. Ms Rosaleen Murnane Dublin 7
696. The Blood Transfusion Service Board
697. Community Psychiatric Nurses Longford/Westmeath Catchment Area Midland Health Board
698. IMPACT The Public Sector Trade Union
699. Psychiatric Nurses Association
700. The Adelaide Hospital Society
701. The Nurse Tutors and Clinical Teachers Section of the Irish Nurses’ Organisation
702. Monaghan Branch of the Psychiatric Nurses Association
703. A/CNO’s/Tutor in the Mental Handicap Discipline Eastern Health Board
704. Offshore Island based PHN’s in Co Galway
705. Ms Mary Fahy, Westmeath
706. Ward Sisters University College Hospital Galway
707. Ms Anna Monaghan Rotunda Hospital, Dublin 7
708. Ms Kathleen McLellan Dublin 6
709. Ms Mary E Doherty Co Donegal
710. Ms Margaret McCafferty Sligo General Hospital
711. Ms Ann Gallagher Co Donegal
712. Ms Katherine Croffy Co Galway
713. Mrs Brigid Barron Co Clare
714. Ms Una Webster Co Cork
715. Ms Elizabeth Kiely Co Clare
716. Mr David Kieran Co Tipperary
717. Nursing Practice Development Co-ordinators St. James’s Hospital
718. St James’s Hospital Dublin 8
719. Ms Stephanie Ryan Co Tipperary
720. Ms Iris O’Neill Dublin 4
721. RNMH’s St Vincent’s Centre Dublin 7
722. Nursing Staff University College Hospital, Galway
723. Ms Phil Gunning Co Galway
724. School of Nursing Cork Voluntary Hospitals
725. Ms Nuala Cashlin Co Donegal
726. Class 96/97 Diploma in Child and Adolescent Psychiatric Nursing
727. Ms Brigid Caldwell Co Galway
728. Ms Mina Lalor Co Donegal
729. Mr Thomas C Keary Co Galway
730. Ms Margaret Duggan Co Tipperary
731. Ms Margaret Hewitt Co Tipperary
732. Unit Directors of Child Education and Development Centres Galway County Association for Mentally Handicapped Children
733. Occupational Health Nurses Association of Ireland (as per No: 734)
734. Public Health Nurses Section INO
735. INO Nursing Staff St Anne’s Children’s Centre Galway
736. Ms Denise Freiberg Co Tipperary
737. Education Committee Irish Practice Nurses Association (Munster Branch)
738. Western Health Board Section INO
739. North-Western Health Board Section INO
740. Ms Margaret Foley-Bergin Co Tipperary
741. Ward Sisters COPE Foundation, Montenotte
742. Staff Nurses COPE Foundation, Montenotte
743. Mrs Catherine M Flanagan Bon Secours Hospital
744. Mr Malachy Feely Co Navan
745. Occupational Health Nurses (as per No: 735)
746. Ms Rosemary Anne McKean Co Dublin
747. IT Nurses from St James’s, Meath & Adelaide Hospitals
748. Ms Margaret O’Keeffe Co Tipperary
749. Midwives Section INO
750. Ms Maureen Caffrey Co Meath
751. Mr Michael Shasby Dublin 7
752. Nurses from St Patrick Community Hospital Fermoy
753. PNA Committee St John of God’s Psychiatric Services Stillorgan
754. Ms Margaret O’Keeffe Co Tipperary
755. Irish Hospital Consultants Association
756. Nurses from St Patrick Community Hospital Fermoy
757. Ms Maureen Caffrey Co Meath
758. Ms Margaret O’Keeffe Co Tipperary
759. Midwives Section INO
760. Mr Colin Griffiths, Co Kildare
761. Ms Roisin Meenan Dublin 12
762. The Royal College of Psychiatrists - Irish Division
763. Institute of Community Health Nursing
764. Peamount Hospital
765. Midwifery Tutors National Maternity Hospital Holles Street
766. The Health Board Programme Managers Representative Group
767. Patricia Skelly, Dublin 15
768. Independent Domiciliary Midwives of Ireland
769. The Social and Community Care Department Cork College of Commerce
770. Cork and Kerry Nurse Education Committee
771. Ms Pauline Doyle & Ms Heather Kevelighan
St Vincent’s Hospital, Elm Park
772. Ms Bridget Kinsella Co Wexford
773. Community Nursing Staff Brothers of Charity Services Glanmire
774. Professor John Carroll Dublin City University
775. Ms Maura Nash COPE Foundation, Montenotte
776. Ms Nora O’Sullivan COPE Foundation, Montenotte
777. National University of Ireland
778. Rehabilitation/Rheumatology Unit Our Lady’s Hospice Harold’s Cross
779. Dr Seamus Cowman Royal College of Surgeons in Ireland
780. EHB’s Acute Hospitals and Services for the Elderly Programme Committee
781. Association of Irish Nurse Managers
782. Paediatric Nurse Tutors and Clinical Teachers from Our Lady’s Hospital, Temple Street and the National Children’s Hospital, Harcourt Street & Director of Nursing, Our Lady’s Hospital; Crumlin.
783. Mr Michael B Murphy Cork University Hospital
784. Health Service Employers Agency
785. ICU Staff St John’s Hospital, Limerick
786. Nursing Alliance
Appendix Two - List of People Whom the Commission Met

An Bord Altranais 1991 - 1997 Board
1997 - 2002 Board
Mr. Frank Ahern, Director of Personnel, Department of Health and Children
Ms. Ann Anglesey, Matron, St. Vincent’s Hospital, Dungarvan, Co. Waterford
Ms. Sheila Armstrong, Superintendent Public Health Nurse, Eastern Health Board
Mr. Gerard Barry, Chief Executive Officer, Health Service Employers Agency
Ms. Josephine Bartley, Director of Nursing, Beaumont Hospital, Dublin
Mr. Tom Beegan, Programme Manager, South Eastern Health Board
Ms. Cecily Begley, Head of Department of Nursing Studies, Trinity College, Dublin
Dr. Michael Boland, Irish College of General Practitioners
Ms. Roisin Boland, Head of Casualty Department, The Adelaide & Meath Hospital, Dublin
incorporating the National Children’s Hospital
Ms. Betty Brady, Director of Nursing Studies, Dublin City University
Mr. Danny Brennan, Registrar, Letterkenny Institute of Technology
Mr. Pat Brosnan, Chief Nursing Officer, Mid-Western Health Board
Mr. Jim Brown, Director of Nursing, Letterkenny General Hospital
Mr. Stiofan de Burca, Chief Executive Officer, Mid-Western Health Board
Ms. Alice Burke, Acting Matron, General Hospital, Portlaoise
Mr. Brendan Byrne, Chief Nursing Officer, South Eastern Health Board
Mr. Eddie Byrne, Director of Nursing, Cavan General Hospital
Ms. Maureen Caffery, Co-ordinator of Services for the Elderly, North Eastern Health Board
Mr. Bernard Carey, Principal Officer, Nursing Policy Unit, Department of Health and Children
Ms. Christine Carney, Assistant General Secretary, IMPACT
Ms. Ann Carrigy, Director of Nursing, Mater Hospital, Dublin
Ms. Emer Carroll, Superintendent Public Health Nurse, South Eastern Health Board
Professor John Carroll, Registrar, Dublin City University
Ms. Johanna Cashman, Superintendent Public Health Nurse, RCSI
Mid-Western Health Board
Professor George Castledine, Assistant Dean, University of England, Birmingham
Ms. Ann Clarke, Superintendent Public Health Nurse, Eastern Health Board
Ms. Jean Clarke, Lecturer/Co-ordinator Higher Diploma in Nursing Studies, Trinity College Dublin
Ms. Andy Cochrane, Clinical Teacher, Temple Street Children’s Hospital, Dublin
Ms. Stasia Cody, Superintendent Public Health Nurse, Eastern Health Board
Mr. Leo Colgan, Registrar, University of Limerick
Mr. Pat Colgan, Management Consultant, Institute of Public Administration
Ms. Una Collins, Director of Nursing, Brothers of Charity, Bawnmore, Limerick
Ms. Sarah Condell, Principal Nurse Tutor, The Adelaide & Meath Hospital, Dublin
Incorporating the National Children’s Hospital
Ms. Grainne Connolly, Head of Change Management Unit, Health Service Employers Agency
Ms. Maura Connolly, Matron, National Children’s Hospital (The Adelaide & Meath Hospital, Dublin incorporating the National Children’s Hospital)
Ms. Juliette Cotter, Practice Nurse, Kinsale, Co. Cork
Ms. Mary Courtney, Director of Nursing, Portiuncula Hospital, Ballinasloe, Co. Galway
Mr. Martin Cowley, Chief Executive Officer, Mater Hospital, Dublin
Mr. James Coyle, Registrar, Athlone Institute of Technology

Ms. Katherine Craughwell, Director of Nursing/Services Development, North-Western Health Board
Ms. Mary Cronin, Independent Domiciliary Midwives of Ireland
Ms. Nora Cummins, Superintendent Public Health Nurse, Eastern Health Board
Ms. Mary Curran, Superintendent Public Health Nurse, North Western Health Board
Ms. Kathleen Curry, Superintendent Public Health Nurse, North Eastern Health Board
Ms. Chris Daly, Matron, St. Camillus’ Hospital, Limerick
Ms. Margaret Daly, Superintendent Public Health Nurse, Southern Health Board
Ms. Ann Doherty, Matron, Clonakilty Hospital, Co. Cork
Ms. Una Doherty, Superintendent Public Health Nurse, South Eastern Health Board
Ms. Mary Dolan, Chief Nursing Officer, North Eastern Health Board
Ms. Marie Dooley, Superintendent Public Health Nurse, North Eastern Health Board
Mr. James Doran, Head of Industrial Relations, Health Service Employers Agency
Mr. Liam Doran, General Secretary Designate, Irish Nurses
Organisation
Ms. Eleanor Dowling, Superintendent Public Health Nurse, Midland Health Board
Ms. Pauline Doyle, Director of Nursing, St. Vincent’s Hospital, Elm Park
Ms. Mary Duff, Director of Nursing, Our Lady of Lourdes Hospital, Drogheda
Ms. Maeve Dwyer, Matron, National Maternity Hospital, Holles St., Dublin
Ms. Grace Faher, Superintendent Public Health Nurse, Eastern Health Board
Mr. Martin Farrell, Chief Nursing Officer, Eastern Health Board
Mr. Bernard Finnegan, Matron, Wexford General Hospital
Ms. Siobhan Finnegan, Head of Department of Nursing Studies, Athlone Institute of Technology
Ms. Catherine Fitzgibbon, Superintendent Public Health Nurse, Western Health Board
Ms. Margaret Fitzpatrick, Superintendent Public Health Nurse, Eastern Health Board
Ms. Nora Fitzpatrick, Director of Nursing, Limerick Regional Hospital Group
Mr. P.J. Fitzpatrick, Chief Executive Officer, Eastern Health Board
Ms. Helen Flint, Director of Nursing Research and Development, Eastern Health Board
Ms. Ann Flynn, Superintendent Public Health Nurse, Eastern Health Board
Mr. Matt Flynn, Director of Nursing, Cregg House, Sligo
Mr. Bill Frewen, Chief Nursing Officer, South-Eastern Health Board
Mr. Joe Gallagher, Chief Nursing Officer, North Western Health Board
Ms. Elva Gannon, Head of Employers Advisory Service, Health Service Employers Agency
Ms. Rosa Gardiner, Superintendent Public Health Nurse, South Eastern Health Board
Ms. Barbara Garrigan, Principal Nurse Tutor, St. James’s Hospital, Dublin
Mr. Pat Gaughan, Programme Manager, North Western Health Board
Ms. Mary Gobbi, Associate Researcher, Nurse Education and Training Education, Project (NEATE)
Mr. John Griffin, Principal Nurse, Cregg House, Sligo
Ms. Anne Gunning, Director of Community Nursing Services, St. John of God, Stillorgan
Ms. Attracta Halpin, Assistant Registrar, National University of Ireland
Ms. Christine Hancock, General Secretary, Royal College of Nursing, London
Mr. Eamon Hannan, Former Chief Executive Officer, Western Health Board
Sr. Triona Harvey, Department of Nursing, National University of Ireland - Dublin
Ms. Breda Hayes, Director of Nursing Services for the Elderly, Eastern Health Board
Mr. Bernie Heddigan, Programme Manager, Western Health Board
Ms. Christine Hickey, Association of Community Psychiatric Nurses
Ms. Judith Hill, Chief Nursing Officer, Department of Health and Social Services, Northern Ireland
Ms. Mairead Hogan, Director of Nursing, Longford/Westmeath General Hospital, Mullingar
Mr. Tom Houlihan, Chief Nursing Officer, St. Vincent’s Hospital, Fairview, Dublin
Ms. Bridget Howley, Director of Nursing, University College Hospital, Galway
Ms. Geralyn Hynes, Practice Nurse, Dublin
Irish Nurses Organisation, Representatives of Nurse Tutors Section
Mr. Nicholas Jermyn, Chief Executive Officer, St. Vincent’s Hospital, Elm Park, Dublin
Ms. Colette Kearney, Editor, Aerseala, Aer Lingus
Sr. Antoinette Kelliher, Principal Nurse Tutor, Our Lady’s Hospital for Sick Children, Crumlin
Ms. Mary Kelly, Director of Nursing, Rotunda Hospital, Dublin
Ms. Mary Kilmartin, Deputy Director of Nursing, University College Hospital, Cork
Ms. Breege Kirby, Practice Nurse, Health Centre, Carndonagh, Co. Donegal
Ms. Veronica Kow, Nurse Tutor, Our Lady’s Hospital for Sick Children, Crumlin
Mr. Roy Lane, Director of Nursing, General Hospital Tullamore
Ms. Mai Lanigan, Former Director of Nursing, Waterford Regional Hospital
Ms. Patricia Leahy-Warren, Public Health Nurse, Southern Health Board
Ms. Catherine Leavy, Superintendent Public Health Nurse, Midland Health Board
Ms. Josephine Leyden, Principal Nurse Tutor, James Connolly Memorial Hospital, Blanchardstown
Ms. Mary Liston, Superintendent Public Health Nurse, Mid-Western Health Board
Ms. Emily Logan, Director of Nursing, Our Lady’s Hospital for Sick Children, Crumlin
Mr. Gareth Long, Deputy Director, NEATE Project
Mr. Pat Lynch, Higher Executive Officer, Information Management Unit, Department of Health and Children
Mr. Pat Lyons, Chief Executive Officer, Beaumont Hospital
Mr. Hugh Magee, Statistician, Department of Health and Children
Ms. Aileen Maguire, Director of Nursing, Louth/Meath General Hospital, Dundalk
Ms. Mary Mahon, Superintendent Public Health Nurse, South Eastern Health Board
Representative Group of all Grades of Staff from St. Joseph's Hospital, Clonsilla

Ms. Susan Reilly, Assistant Principal Officer, Nursing Policy Unit, Department of Health and Children
Mr. Paul Robinson, Deputy Chief Executive Officer, Mid-Western Health Board
Sr. Laurentia Roche, Director of Nursing, Mercy Hospital, Cork

Ms. Anne-Marie Ryan, Principal Nurse Tutor, Beaumont Hospital
Ms. Rosemary Ryan, Director of Nursing, St. James's Hospital, Dublin
Ms. Sheelagh Ryan, Chief Executive Officer, Western Health Board
Ms. Sheila Ryan, Director of Services, St. Vincent's, Lismagry, Co. Limerick
Ms. Ellen Savage, Lecturer, Department of Nursing, National University of Ireland - Cork
Ms. Teresa Scully, Superintendent Public Health Nurse, Eastern Health Board
Ms. Deirdre Seery, Matron, Cottage Hospital, Drogheda, Co. Louth
Mr. Michael Shasby, ACNO, Dept. of Psychiatry and Old Age, Eccles St., Dublin
Ms. Katherine Sheeran, Director of Nursing, James Connolly Memorial Hospital, Blanchardstown
Ms. Ann Sheridan, Principal Nurse Tutor, St. John of God, Stillorgan
Professor Helen Simons, Director of NEATE Project
Dr. Oliver Slevin, Chief Executive Officer, National Board
for Nursing, Midwifery and
Health Visiting for Northern Ireland
Ms. Aideen Stanley, Caiseal Geal Nursing Home, Castlegar, Galway
Student Nurses and Recently Qualified Staff Nurses from St. James’s Hospital, Dublin
Student Nurses from St. Joseph’s Hospital, Clonsilla
Student Nurses from Stewarts Hospital, Palmerstown
Ms. Helen Thornton, Superintendent Public Health Nurse, North Eastern Health Board
Ms. Josephine Tiernan, Director of Nursing, Mayo General Hospital
Mr. Mark Tyrrell, Lecturer, Department of Nursing, National University of Ireland - Cork
Ms. Celine Walsh, Superintendent Public Health Nurse, Eastern Health Board
Mr. Manus Ward, Chief Executive Officer, North Western Health Board
Ms. Eileen Weir, Superintendent Public Health Nurse, Eastern Health Board
Ms. Joan Wilmot, Director of Nursing, Royal Hospital, Donnybrook
Ms. Maureen Windle, Programme Manager, Eastern Health Board
Mr. Tim Wray, Head of Internal Communications, Telecom Eireann
Dr. Margo Wrigley, Royal College of Psychiatry - Irish Division
### Appendix Three - List of People Whom the Commission Met During the Visit to Australia

16th March '98 Chief Nurses

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Judith Meppem</td>
<td>Chief Nursing Officer</td>
<td>Health Department NSW.</td>
</tr>
<tr>
<td>David White</td>
<td>Chief Nurse</td>
<td>South Australia Health Commission</td>
</tr>
<tr>
<td>Sue Norrie</td>
<td>Principle Nursing Advisor</td>
<td>Health Advisory Unit, Queensland</td>
</tr>
<tr>
<td>Suzanne Williams</td>
<td>Chief Nursing Officer</td>
<td>Department of Health Western Australia</td>
</tr>
<tr>
<td>Verity Bondfield</td>
<td>Chief Nurse</td>
<td>Department of ACT Health &amp; Community Care</td>
</tr>
<tr>
<td>Zoe Cuthbert</td>
<td>Chief Nurse</td>
<td>Tasmanian Department of Community &amp; H.S.</td>
</tr>
<tr>
<td>Kathleen McLaughlin</td>
<td>Chief Nurse</td>
<td>Department of Human Resources, Victoria</td>
</tr>
<tr>
<td>Frances Hughes</td>
<td>Chief Advisor (Nursing)</td>
<td>Ministry of Health, New Zealand</td>
</tr>
<tr>
<td>Colleen Singleton</td>
<td>Chief Executive Officer</td>
<td>Nursing Council of New Zealand</td>
</tr>
<tr>
<td>Judy Kilpatrick</td>
<td>Chairperson</td>
<td>Nursing Council of New Zealand</td>
</tr>
<tr>
<td>Jenny Carryer</td>
<td>Chief Executive</td>
<td>New Zealand, College of Nursing</td>
</tr>
<tr>
<td>Kerry Russell</td>
<td>Associate Director</td>
<td>Health Department, Nursing Branch NSW</td>
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</tbody>
</table>

16th March '98 Area Directors of Nursing

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jenny Becker</td>
<td>Area Director of Nursing</td>
<td>Central Coast Area</td>
</tr>
<tr>
<td>Name</td>
<td>Position</td>
<td>Institution</td>
</tr>
<tr>
<td>----------------------</td>
<td>-----------------------------------------------</td>
<td>--------------------------------------------</td>
</tr>
<tr>
<td>Joan Englert</td>
<td>Area Director of Nursing</td>
<td>Central Sydney Area Health Service NSW</td>
</tr>
<tr>
<td>Val Coughlin-West</td>
<td>Area Director of Nursing</td>
<td>Hunter Area Health Service NSW</td>
</tr>
<tr>
<td>Jan Stow</td>
<td>Director of Clinical Services</td>
<td>Westmeath Hospital</td>
</tr>
<tr>
<td>Jenny Kidd</td>
<td>DON &amp; Patient Care Services</td>
<td>St. Vincent’s Hospital</td>
</tr>
<tr>
<td>Patricia Tyson</td>
<td>Director of Nursing</td>
<td>Nepean Health, NSW</td>
</tr>
<tr>
<td>Rosemary Snodgrass</td>
<td>Director of Nursing</td>
<td>New South Wales RNSH</td>
</tr>
<tr>
<td>Wilna Taylor</td>
<td>Area Director of Nursing</td>
<td>Mid Northern Coast Health Service NSW</td>
</tr>
<tr>
<td>Irene Jones</td>
<td>Area Director of Nursing</td>
<td>Midwestern Health Service NSW</td>
</tr>
<tr>
<td>Jean Shelley</td>
<td>Area Director of Nursing</td>
<td>Southern Health Service NSW</td>
</tr>
<tr>
<td>Rosemary Cullen</td>
<td>Policy Analyst</td>
<td>Special Projects, Nursing Branch NSW</td>
</tr>
<tr>
<td>Lisa Wagg</td>
<td>Project Officer</td>
<td>Health Department, Nursing Branch NSW</td>
</tr>
<tr>
<td>Julie Williams</td>
<td>Careers Advisor</td>
<td>Health Department, Nursing Branch NSW</td>
</tr>
<tr>
<td>Ann O’Donoghue</td>
<td>Acting Professional Advisor</td>
<td>Health Department, RNA Nursing Branch</td>
</tr>
<tr>
<td>17th March 1998</td>
<td>Council of Deans of Nursing</td>
<td>Australian Catholic</td>
</tr>
<tr>
<td>Professor Peter Sheechan</td>
<td>Vice Chancellor</td>
<td></td>
</tr>
<tr>
<td>Name</td>
<td>Role</td>
<td>Institution/University</td>
</tr>
<tr>
<td>-------------------------------------------</td>
<td>-----------------------------------------</td>
<td>------------------------------------------------</td>
</tr>
<tr>
<td>Prof. E. Cameron-Traub</td>
<td>Dean Faculty of Health Science</td>
<td>Australian Catholic University, Sydney</td>
</tr>
<tr>
<td>Professor M. McMillan</td>
<td>Dean Faculty of Nursing</td>
<td>University of Newcastle, NSW</td>
</tr>
<tr>
<td>Ms. Bronwyn Jones</td>
<td>Department of Nursing</td>
<td>Edith Conway University</td>
</tr>
<tr>
<td>Ass. Prof. Pauline Nugent</td>
<td>Head, School of Nursing</td>
<td>Deakin University, Burwood, Victoria</td>
</tr>
<tr>
<td>Ms. Roslyn Reilly</td>
<td>Head, Department of Nursing</td>
<td>University of Southern Queensland</td>
</tr>
<tr>
<td>Ms. Gwen Behrens</td>
<td>Department of Nursing</td>
<td>Avondale College</td>
</tr>
<tr>
<td>Professor Jill White</td>
<td>Dean Faculty of Nursing</td>
<td>University of Technology, Sydney</td>
</tr>
<tr>
<td>Professor Lynette Russell</td>
<td>Dean Faculty of Nursing</td>
<td>The University of Sydney</td>
</tr>
<tr>
<td>Ms. Colleen Singleton</td>
<td>Chief Executive Officer</td>
<td>Nursing Council of New Zealand</td>
</tr>
<tr>
<td>Ms. Judy Kirkpatrick</td>
<td>Chair</td>
<td>Nursing Council of New Zealand</td>
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17th March 1998 Nursing Council NSW

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
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</thead>
<tbody>
<tr>
<td>Jan Dent</td>
<td>Executive Director</td>
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<tr>
<td>Michael Cleary</td>
<td>Associate Executive Director</td>
<td>Nurses Registration Board NSW</td>
</tr>
<tr>
<td>Joan Englert</td>
<td>President</td>
<td>Nurses Registration Board NSW</td>
</tr>
<tr>
<td>Rosemary Snodgrass</td>
<td>Deputy President</td>
<td>Nurses Registration Board NSW</td>
</tr>
<tr>
<td>Marlyn Gendek</td>
<td>Acting Chief Executive Officer</td>
<td>Australian Nursing Council Inc.</td>
</tr>
<tr>
<td>Wanda Lawler</td>
<td>Registrar</td>
<td>ACT Registration Board</td>
</tr>
<tr>
<td>Colleen Singleton</td>
<td>Chief Executive Officer</td>
<td>New Zealand Nursing Council</td>
</tr>
<tr>
<td>Judy Kilpatrick</td>
<td>Chairperson</td>
<td>New Zealand Nursing Council</td>
</tr>
<tr>
<td>Name</td>
<td>Position</td>
<td>Organization</td>
</tr>
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<td>-----------------------------------------------</td>
<td>---------------------------------------------------</td>
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<tr>
<td>Loraine Ferguson</td>
<td>Acting Executive Officer</td>
<td>NSW College of Nursing</td>
</tr>
<tr>
<td>Jill Lliffe</td>
<td>Manager Professional Services</td>
<td>NSW Nurses’ Association</td>
</tr>
<tr>
<td>18th March 1998</td>
<td>Faculty of Nursing, University of Newcastle</td>
<td></td>
</tr>
<tr>
<td>Professor Helen Baker</td>
<td>Professor Clinical Nursing Research</td>
<td>University of Newcastle, NSW</td>
</tr>
<tr>
<td>Dr. Diana Keatinge</td>
<td>Associate Prof. Clinical Nursing Research</td>
<td>University of Newcastle, NSW</td>
</tr>
<tr>
<td>Margaret McEnery</td>
<td>Assistant Dean, Course Work Programme</td>
<td>University of Newcastle, NSW</td>
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<tr>
<td>Liz Bujack</td>
<td>Assistant Dean, Midwifery Programme</td>
<td>University of Newcastle, NSW</td>
</tr>
<tr>
<td>Professor Irene Madjar</td>
<td>Assistant Dean, Postgraduate Research</td>
<td>University of Newcastle, NSW</td>
</tr>
<tr>
<td>Ann Williams</td>
<td>Assistant Dean, Undergraduate Programme</td>
<td>University of Newcastle, NSW</td>
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<tr>
<td>Shirley Schulz-Robinson</td>
<td>Senior Lecturer</td>
<td>University of Newcastle, NSW</td>
</tr>
<tr>
<td>Terrence McCann</td>
<td>Lecturer</td>
<td>University of Newcastle, NSW</td>
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<tr>
<td>18th March 1998</td>
<td>John Hunter Hospital</td>
<td></td>
</tr>
<tr>
<td>Nerida Ambler</td>
<td>Manager Nurse Education</td>
<td>John Hunter Hospital, Newcastle, NSW</td>
</tr>
<tr>
<td>Elizabeth Day</td>
<td>Acting Director of Nursing, Medicine</td>
<td>John Hunter Hospital, Newcastle NSW</td>
</tr>
<tr>
<td>Healther Chislett</td>
<td>Acting DON, Surgical Services + ICU</td>
<td>John Hunter Hospital, Newcastle, NSW</td>
</tr>
<tr>
<td>Anne Saxton</td>
<td>DON Obstetrics &amp; Gynaecology</td>
<td>John Hunter Hospital, Newcastle, NSW</td>
</tr>
<tr>
<td>Rosalie Shaw</td>
<td>CNC Obstetrics &amp; Gynaecology</td>
<td>John Hunter Hospital, Newcastle, NSW</td>
</tr>
<tr>
<td>Jennina Porter</td>
<td>NUM - ICU +</td>
<td>John Hunter</td>
</tr>
</tbody>
</table>
Kate Rawlings  DON, Executive Officer CAYNet John Hunter Hospital, Newcastle, NSW

Carol Joans  Perioperative CNS/Clinical Nurse Associate John Hunter Hospital, Newcastle, NSW

19th March 1998 University of Technology Sydney

Prof. Christine Duffield  Assistant Dean Post Faculty of Nursing Graduate Programmes

19th March 1998 Royal Alexandra, New Children’s Hospital, Parramatta

Jan Minnis  Director of Nursing New Children’s Hospital

Margaret Bunker  Deputy Director of Nursing New Children’s Hospital

Kaye Spence  Clinical Nurse Consultant, Neonatology New Children’s Hospital

Lyn Brodie  Nurse Unit Manager, Neonatal ITU New Children’s Hospital

Glenys Amy  Senior Nurse Educator New Children’s Hospital

Libba O’Riordan  Clinical Nurse Consultant, Oncology New Children’s Hospital

Karen Rankin  Nurse Unit Manager, Isolation New Children’s Hospital

Cecila Lau Phd  Nursing Information and Clinical Carepaths New Children’s Hospital

Jane Gregurke  Nurse Unit Manager, Paediatric ICU New Children’s Hospital

Helen Giles  Nurse Unit Manager, A & E. New Children’s Hospital

Jeanette Flanagan  Operating Theatre, Nurse Unit Manager New Children’s Hospital

Professor Sue Nagy  Paediatric Nursing, New Children’s
<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Hospital</th>
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<tbody>
<tr>
<td>Dr. Diana Horvath</td>
<td>Chief Executive Officer</td>
<td>Central Sydney Area Health Services</td>
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<tr>
<td>Joan Englert</td>
<td>Area Director Nursing Services</td>
<td>Central Sydney Area Health Services</td>
</tr>
<tr>
<td>Ann Kelly</td>
<td>Director of Nursing &amp; Nurse Co-ordinator</td>
<td>Balmain Hospital, CSAHS</td>
</tr>
<tr>
<td>Bernadette Loughnane</td>
<td>Nurse Co-ordinator Neuroscience’s Group</td>
<td>Royal Prince Alfred Hospital, CSAHS</td>
</tr>
<tr>
<td>Vicki Hathaway</td>
<td>Director of Nursing</td>
<td>Canterbury Hospital, CSAHS</td>
</tr>
<tr>
<td>Jocelyn McLean</td>
<td>Case Manager, Thoracic Surgery</td>
<td>Royal Prince Alfred Hospital, CSAHS</td>
</tr>
<tr>
<td>Mai Blane</td>
<td>Best Practice Coordinator, Cl. Path Project</td>
<td>Royal Prince Alfred Hospital, CSAHS</td>
</tr>
<tr>
<td>Robyn White</td>
<td>DON, Nurse Coordinator Community</td>
<td>Central Sydney Area Health Services</td>
</tr>
<tr>
<td>Margaret Murphy</td>
<td>CNC, Emergency Department</td>
<td>Royal Prince Alfred Hospital, CSAHS</td>
</tr>
<tr>
<td>Natalie McKenzie</td>
<td>Acting Clinical Nurse Consultant, ICU</td>
<td>Royal Prince Alfred Hospital, CSAHS</td>
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<tr>
<td>Lynne Fairservice</td>
<td>Clinical Educator ICU</td>
<td>Royal Prince Alfred Hospital, CSAHS</td>
</tr>
<tr>
<td>Pauline Green</td>
<td>CNC, Midwifery Parent Ed.</td>
<td>Royal Prince Alfred Hospital, CSAHS</td>
</tr>
<tr>
<td>Gary Rowley</td>
<td>DON Nurse Coordinator Mental Health</td>
<td>Rozelle Hospital, CSAHS</td>
</tr>
<tr>
<td>Kerry Russell</td>
<td>Director of Nursing</td>
<td>Concord Hospital, CSAHS</td>
</tr>
</tbody>
</table>
23rd March 1998 Embassy of Ireland

Mr. Pat Bourne    First Secretary    Embassy of Ireland, Canberra, ACT
Mr. Joe Sheehan    Third Secretary    Embassy of Ireland, Canberra, ACT

23rd March 1998 Royal College of Nursing, Australia

Elizabeth Foley    Professional Programmes Manager    Royal College of Nursing, Canberra
Julie Spensor      Education Programme Manager    Royal College of Nursing, Canberra
Jeanann Rommage    Co-ordinator of College Societies    Royal College of Nursing, Canberra

23rd March 1998 Commonwealth Department of Health and Family Services (DOHFS)

Patrick Colmer    Director Health Workforce Unit    DOHFS
Therese Mansen    Health Workforce Unit    DOHFS
Heather Martin    Royal College of Nursing

23rd March 1998 Department of Employment, Education, Training and Youth Affairs (DEETYA)

Peggy Spratt     Assistant Director Ed. Developments/ International Section    DEETYA
Alan Ford       Higher Education
Appendix Four - Quarterly National Household Survey September - November 1997 - Module on Nursing Care

Questionnaire

This module was asked only where the person's age was 18 or over and where the person was being interviewed directly. The answers were recorded on laptop computers using Computer-Assisted Personnel Interview (CAPI) software.

1. Have you had personal contact with nursing services within the past two years?

This could be either as a patient or visiting or accompanying a patient.

YES/NO

If NO, ask no more questions from this module.

If YES, display this prompt and ask Q2:

"I would now like you to consider the most important contact you had with nurses delivering health care in the past 2 years. I will ask you some questions about this contact."

2. On that occasion, were you...

(a) A patient

(b) Next of kin of a patient

(c) Other

3. Where was this contact with nursing services?

(a) In a hospital

(b) In the community

(c) In your own home or a relative's home

(d) In a nursing home

(e) Other

4. If Q2 is (a) ask questions 4a1 - 4a8:

"On that occasion, how would you rate the following aspects of the nursing service that you received as a patient? Please
indicate whether you consider the nursing service on that occasion as Poor, Adequate, Good, or Excellent or if the particular question is Not Relevant to you."

(For each question, the PC will display the 5 response categories.)

4a1: Attitude to you:

4a2: Time spent with you:

4a3: Attention given in listening to you:

4a4: Information given to you about your treatment, condition or illness:

4a5: Instruction about your care:

4a6: Attention given in responding to your requests for help:

4a7: Performance of professional tasks:

4a8: Consideration of your opinion or decisions:

Now skip to question 5.

If Q2 is (b) ask questions 4b1 - 4b4:

"On that occasion, how would you rate the following aspects of the nursing service? Please indicate whether you consider the nursing service on that occasion as Poor, Adequate, Good, or Excellent or if the particular question is Not Relevant to you."

(For each question, the PC will display the 5 response categories.)

4b1 Courtesy shown to you (general attitude, time spent with you, ability to listen):

4b2 Information given to you about the patient’s condition and care:

4b3 Performance of professional tasks:

4b4 Consideration of your opinion or decisions:

Ask question 5 of all persons who answered YES to question 1.

5. Overall, what is your general rating of the nursing services given on the occasion we have been speaking about:
Poor/Adequate/Good/Excellent?

Note: Only the above 4 categories are allowed for question 5.
Main Findings.

- Over 42% of the population aged 18 or over had some contact with nursing services in the previous two years.
- Almost a quarter of the adult population had contact with nursing services as a patient in the previous two years.
- A greater proportion of women than men had some contact with nursing services, 48% of women as against 36% of men.
- Overall satisfaction with nursing services was high, with 56% giving an overall rating of "Excellent" and 34% "Good".
- Patients gave a high rating to each aspect of nursing care. The highest rating was given to nurses' Performance of Professional Tasks, rated "Good" or "Excellent" by over 90% of patients.

Methodology

The September-November 1997 quarter of the Quarterly National Household Survey (QNHS) included a number of questions designed to measure the public's level of contact with and their assessment of nursing services. The QNHS is a continuous survey covering a sample of 3,000 households per week or 39,000 per quarter. The survey began in September 1997 and a total of 33,500 households was included in the first quarter.

The questions on nursing were put to all persons aged 18 or over who were being interviewed directly. Proxy responses were not allowed, as the questions involved individual assessment of nursing services. The sample results on nursing were based on responses given directly by over 51,000 individual respondents. These were re-weighted to represent the overall population profile by sex, age group and region in April 1997, which corrects for any under- or over-representation of demographic subgroups in the results for direct respondents. The results are representative of the population aged 18 years or over resident in private households.

The questions on nursing services concerned:

- Contact with nursing services in the past two years

- Type and place of contact

- Assessment by patient of eight aspects of nursing care

- Assessment by next of kin of four aspects of nursing care

- Overall assessment of nursing services.

More details of these questions are given in Appendix 4. The results are presented in the form of percentage distributions in tables 1 to 6.
Questions 1 and 2 - Extent and Type of Contact.

Over 42% of the population aged 18 or over had some contact with nursing services in the previous two years. See table 1.

Overall, slightly more than half of those who had contact with nursing services were patients, about a third were next of kin and about 11% had contact in another capacity. See table 1.

Table 1 Percentage of persons aged 18 years or over who had contact with nursing services in the past two years %

<table>
<thead>
<tr>
<th>Type of Contact</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Patient</td>
<td></td>
</tr>
<tr>
<td>Next of kin</td>
<td></td>
</tr>
<tr>
<td>Other</td>
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<table>
<thead>
<tr>
<th>Sex</th>
<th>% who had contact</th>
<th>Patient</th>
<th>Next of kin</th>
<th>Other</th>
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<tbody>
<tr>
<td>Male</td>
<td>36.1</td>
<td>19.0</td>
<td>13.1</td>
<td>4.1</td>
</tr>
<tr>
<td>Female</td>
<td>47.9</td>
<td>26.8</td>
<td>15.6</td>
<td>5.6</td>
</tr>
<tr>
<td>All persons</td>
<td>42.2</td>
<td>23.0</td>
<td>14.4</td>
<td>4.8</td>
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</table>

In general, contact with nursing services is higher with increasing age. However, relatively higher percentages of women aged 25 to 39 had contact with nursing services as patients. This is probably contact with maternity services. Men in the corresponding age groups had high levels of contact with nursing services as next of kin. See table 2.

Table 2 Percentage of persons aged 18 years or over who had contact with nursing services in the past two years, classified by detailed age categories %

<table>
<thead>
<tr>
<th>Sex</th>
<th>Age group</th>
<th>% who had contact</th>
<th>Type of contact</th>
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<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Patient</td>
</tr>
<tr>
<td>Male</td>
<td>18-19</td>
<td>17.7</td>
<td>11.7</td>
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<td>25-29</td>
<td>33.4</td>
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<tr>
<td></td>
<td>30-34</td>
<td>42.8</td>
<td>14.6</td>
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<tr>
<td></td>
<td>35-39</td>
<td>41.7</td>
<td>14.1</td>
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</table>
Table 2 Percentage of persons aged 18 years or over who had contact with nursing services in the past two years, classified by detailed age categories %

<table>
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<tr>
<th>Type of contact</th>
<th>40-44</th>
<th>45-49</th>
<th>50-54</th>
<th>55-59</th>
<th>60-64</th>
<th>65-69</th>
<th>70-74</th>
<th>75-79</th>
<th>80-84</th>
<th>85+</th>
<th>Total Male</th>
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<td></td>
<td>38.2</td>
<td>36.7</td>
<td>34.6</td>
<td>35.4</td>
<td>36.5</td>
<td>42.9</td>
<td>46.4</td>
<td>48.9</td>
<td>51.9</td>
<td>52.0</td>
<td>36.1</td>
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</table>

Type of contact

<table>
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<tr>
<th>Sex</th>
<th>Age group</th>
<th>% who had contact</th>
<th>Patient</th>
<th>Next of kin</th>
<th>Other</th>
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<tbody>
<tr>
<td>Female</td>
<td>18-19</td>
<td>27.4</td>
<td>15.8</td>
<td>6.0</td>
<td>5.6</td>
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<td>20-24</td>
<td>36.9</td>
<td>22.4</td>
<td>7.5</td>
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<tr>
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<td>25-29</td>
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<td>32.4</td>
<td>12.1</td>
<td>6.3</td>
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<tr>
<td></td>
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<td>60.7</td>
<td>36.4</td>
<td>18.8</td>
<td>5.5</td>
</tr>
<tr>
<td></td>
<td>35-39</td>
<td>56.1</td>
<td>28.1</td>
<td>23.1</td>
<td>4.9</td>
</tr>
<tr>
<td></td>
<td>40-44</td>
<td>50.0</td>
<td>19.3</td>
<td>24.0</td>
<td>6.7</td>
</tr>
<tr>
<td></td>
<td>45-49</td>
<td>48.6</td>
<td>19.4</td>
<td>23.4</td>
<td>5.8</td>
</tr>
<tr>
<td></td>
<td>50-54</td>
<td>46.9</td>
<td>22.0</td>
<td>19.2</td>
<td>5.7</td>
</tr>
<tr>
<td></td>
<td>55-59</td>
<td>44.0</td>
<td>21.5</td>
<td>16.5</td>
<td>6.0</td>
</tr>
<tr>
<td></td>
<td>60-64</td>
<td>42.8</td>
<td>24.2</td>
<td>13.9</td>
<td>4.7</td>
</tr>
</tbody>
</table>
Question 3 - Place of Contact

The details of type and place of contact and the questions on the assessment of nursing care related to the most important contact the respondent had with nurses delivering health care. Understandably, therefore, most of the replies related to hospital stays or hospital visits.

More than 90% of respondents’ contact with nursing services took place in hospitals, with only very small percentages reporting contact elsewhere (in the community, in the home, in a nursing home etc.). See table 3.

The results include only a very small proportion of respondents who had contact with nursing services in a nursing home. This is because the QNHS covers private households only and does not include the resident population of nursing homes.

Table 3 Place and type of contact with nursing services %

<table>
<thead>
<tr>
<th></th>
<th>Hospital</th>
<th>Community</th>
<th>Home</th>
<th>Nursing Home</th>
<th>Other</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Patients</td>
<td>93.9</td>
<td>2.2</td>
<td>2.8</td>
<td>0.2</td>
<td>1.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Next of kin</td>
<td>90.2</td>
<td>2.3</td>
<td>4.8</td>
<td>2.5</td>
<td>0.3</td>
<td>100.0</td>
</tr>
<tr>
<td>Others</td>
<td>83.8</td>
<td>5.3</td>
<td>3.4</td>
<td>5.4</td>
<td>2.2</td>
<td>100.0</td>
</tr>
<tr>
<td>Total</td>
<td>91.5</td>
<td>2.6</td>
<td>3.5</td>
<td>1.6</td>
<td>0.9</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Questions 4A1 to 4A8 - Patients’ Assessment

The general pattern for each of these questions was for 80% or more of patients to rate the nursing services as "Good" or "Excellent". The highest "Excellent" ratings, over 50%, were in respect of Attitude to the Patient and Performance of Professional Tasks. See table 4.
In general, the percentages rating an aspect of nursing care as either "Poor" or "Adequate" were small. The weakest areas were Time Spent, rated "Poor" or Adequate" by 17% and Information Given (14%).

For some of the questions, a fairly high proportion considered the relevant aspect of nursing care "not relevant" (8.2% in the case of Responding to Requests and 11.3% in respect of Consideration of Your Opinion).

This indicates that patients may have different expectations in relation to the different aspects of nursing care.

Table 4 Assessment made by patients of each aspect of nursing services %

<table>
<thead>
<tr>
<th>Question</th>
<th>Poor</th>
<th>Adequate</th>
<th>Good</th>
<th>Excellent</th>
<th>Not relevant</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>4A1 Attitude</td>
<td>2.8</td>
<td>5.3</td>
<td>38.4</td>
<td>53.2</td>
<td>0.3</td>
<td>100.0</td>
</tr>
<tr>
<td>4A2 Time spent</td>
<td>4.9</td>
<td>12.1</td>
<td>39.7</td>
<td>41.4</td>
<td>1.9</td>
<td>100.0</td>
</tr>
<tr>
<td>4A3 Listening</td>
<td>4.5</td>
<td>8.2</td>
<td>40.8</td>
<td>44.1</td>
<td>2.5</td>
<td>100.0</td>
</tr>
<tr>
<td>4A4 Information given</td>
<td>5.9</td>
<td>8.0</td>
<td>37.2</td>
<td>43.3</td>
<td>5.6</td>
<td>100.0</td>
</tr>
<tr>
<td>4A5 Instruction about care</td>
<td>4.7</td>
<td>7.3</td>
<td>39.3</td>
<td>42.9</td>
<td>5.8</td>
<td>100.0</td>
</tr>
<tr>
<td>4A6 Response to requests</td>
<td>4.3</td>
<td>6.3</td>
<td>38.0</td>
<td>43.2</td>
<td>8.2</td>
<td>100.0</td>
</tr>
<tr>
<td>4A7 Performance of tasks</td>
<td>2.0</td>
<td>4.3</td>
<td>37.7</td>
<td>55.1</td>
<td>0.9</td>
<td>100.0</td>
</tr>
<tr>
<td>4A8 Consideration of opinion</td>
<td>4.0</td>
<td>5.9</td>
<td>38.7</td>
<td>40.2</td>
<td>11.3</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Questions 4B1 to 4B4 - Next of Kin's Assessment

Again, high ratings were given all round with over 85% considering the Courtesy shown to them and Performance of Professional Tasks to be "Good" or "Excellent". Over 50% rated these as "Excellent".

However, 15% of next of kin considered the Information Given about the patient's care or condition to be "Poor" or "Adequate" and over 10% gave a similar low rating to the Courtesy shown to them and Consideration of their opinion.

A smaller percentage (65.8%) rated the Consideration of their Opinion as "Good" or "Excellent". However, many next of kin (23%) did not think this point was relevant to them. See Table 5.
Table 5 Assessment made by Next of Kin of aspects of nursing care %

<table>
<thead>
<tr>
<th>Question</th>
<th>Poor</th>
<th>Adequate</th>
<th>Good</th>
<th>Excellent</th>
<th>Not relevant</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>4B1</td>
<td>3.7</td>
<td>6.5</td>
<td>34.5</td>
<td>51.6</td>
<td>3.6</td>
<td>100.0</td>
</tr>
<tr>
<td>4B2</td>
<td>7.0</td>
<td>8.2</td>
<td>34.9</td>
<td>41.6</td>
<td>8.3</td>
<td>100.0</td>
</tr>
<tr>
<td>4B3</td>
<td>3.4</td>
<td>5.6</td>
<td>35.0</td>
<td>52.1</td>
<td>3.9</td>
<td>100.0</td>
</tr>
<tr>
<td>4B4</td>
<td>5.5</td>
<td>5.8</td>
<td>30.5</td>
<td>35.3</td>
<td>23.0</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Question 5 - Overall Rating

This question covered all persons who had contact with nursing services in the previous two years, 56% of whom gave an overall rating of "Excellent" and 34.4% as "Good". Overall, therefore, over 90% of those aged 18 or over who had contact with nursing services in the previous two years considered the service to be "Good" or "Excellent".

On the other hand, just under 10% gave a negative assessment, 3.4% rating the quality of nursing services as "Poor" and 6.1% as just "Adequate".

The pattern of respondents' overall assessment of nursing services was similar for males and females and for the different types and places of contact with nursing. See table 6.

Table 6 Overall assessment of nursing services %

<table>
<thead>
<tr>
<th>Sex</th>
<th>Poor</th>
<th>Adequate</th>
<th>Good</th>
<th>Excellent</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>2.5</td>
<td>5.5</td>
<td>36.8</td>
<td>55.2</td>
<td>100.0</td>
</tr>
<tr>
<td>Female</td>
<td>4.1</td>
<td>6.6</td>
<td>32.7</td>
<td>56.7</td>
<td>100.0</td>
</tr>
<tr>
<td>Type of contact</td>
<td>Patients</td>
<td>3.1</td>
<td>5.6</td>
<td>33.6</td>
<td>57.7</td>
</tr>
<tr>
<td></td>
<td>Next of kin</td>
<td>4.2</td>
<td>6.5</td>
<td>34.1</td>
<td>55.2</td>
</tr>
<tr>
<td></td>
<td>Other</td>
<td>3.0</td>
<td>7.5</td>
<td>38.7</td>
<td>50.8</td>
</tr>
<tr>
<td>Place of contact</td>
<td>In a hospital</td>
<td>3.4</td>
<td>6.1</td>
<td>34.4</td>
<td>56.2</td>
</tr>
<tr>
<td></td>
<td>In the</td>
<td>4.3</td>
<td>6.7</td>
<td>37.8</td>
<td>51.2</td>
</tr>
<tr>
<td></td>
<td>Community</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>---------------</td>
<td>-----------</td>
<td>------------</td>
<td>------------</td>
<td>------------</td>
<td>----------</td>
</tr>
<tr>
<td>In the home</td>
<td>3.8</td>
<td>6.3</td>
<td>32.3</td>
<td>57.6</td>
<td>100.0</td>
</tr>
<tr>
<td>In a nursing home</td>
<td>4.1</td>
<td>6.3</td>
<td>32.3</td>
<td>57.3</td>
<td>100.0</td>
</tr>
<tr>
<td>Other</td>
<td>3.1</td>
<td>12.3</td>
<td>36.8</td>
<td>47.9</td>
<td>100.0</td>
</tr>
<tr>
<td>Total</td>
<td>3.4</td>
<td>6.1</td>
<td>34.4</td>
<td>56.0</td>
<td>100.0</td>
</tr>
</tbody>
</table>
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