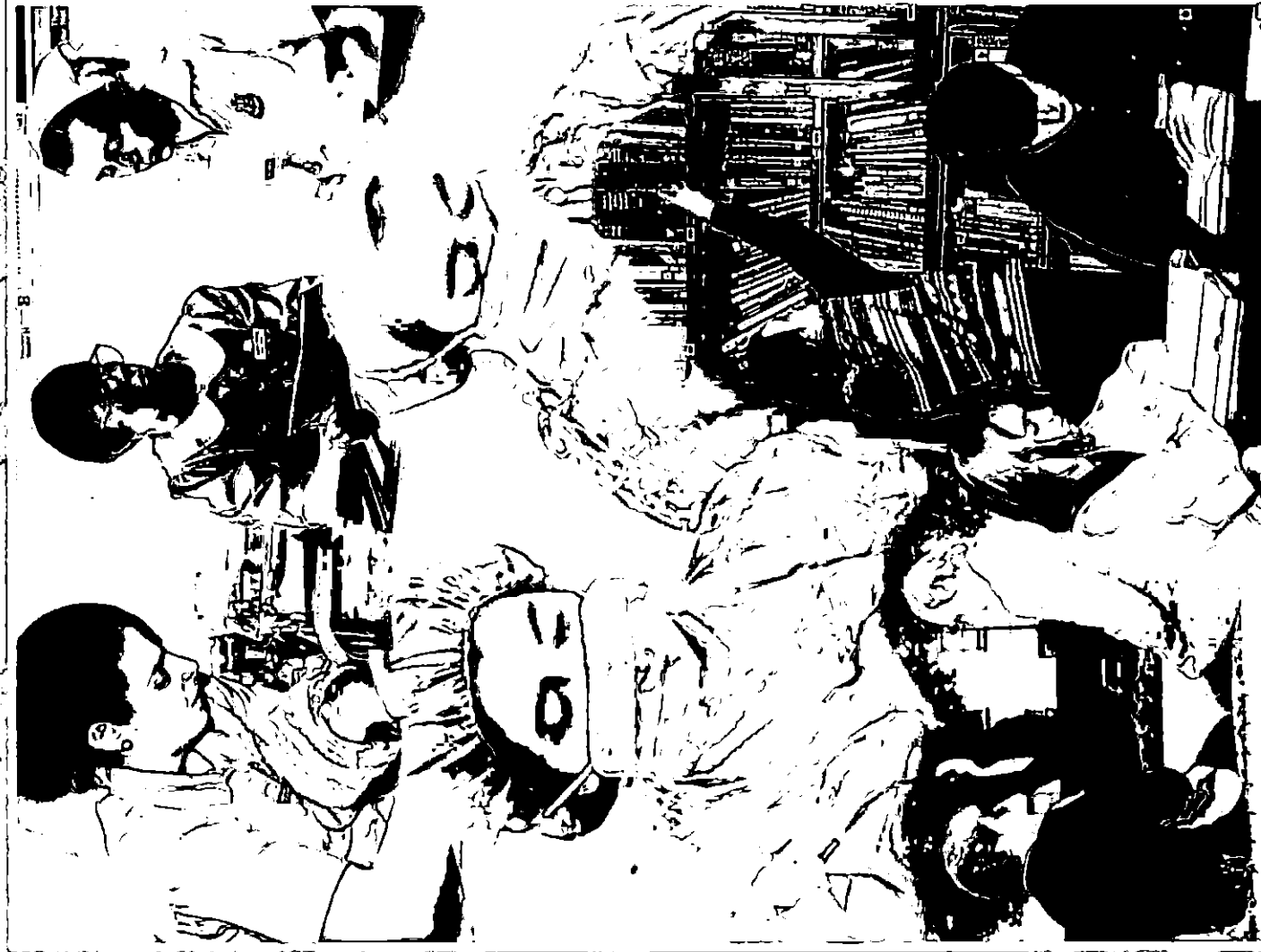
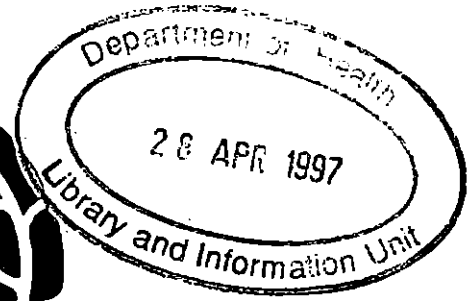


Report For The Year 1995

Auditor's Report and Financial Statements For 1995



An Bord Altranas



An **Word Altranais**

Report For The Year 1995

Published in Accordance with Section 50 of the Nurses Act, 1985

Report For The Year 1995

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Presidential Review

It is a pleasure to present the Annual Report of An Bord Altranais for 1995 showing the main activities of the Board in the areas of Education and Training, Fitness to Practice and Registration. I am happy to see that the high standard of service to the profession has continued during the year and that every effort is being made to constantly improve the efficiency and effectiveness of service delivery to the nursing profession and to the public.

In the area of Education and Training it was another eventful year which saw the expansion of the Registration/Diploma Programme to Schools of Nursing located in Beaumont Hospital, Dublin, Portiuncula Hospital, Ballinasloe and the Regional Hospital, Limerick. The Registration/Diploma programme in University College Hospital, Galway was also expanded to include Psychiatric Nursing.

During the year the Schools of Midwifery at the Coombe Women's Hospital and the National Maternity Hospital established links with University College Dublin, leading to the award of a Higher Diploma in Midwifery.

These initiatives are welcomed by An Bord Altranais and we appreciate the support of the Department of Health in the implementation of these very significant developments in nursing and midwifery education which are consistent with the recommendations made by An Bord Altranais in *The Future of Nurse Education and Training in Ireland*.

In line with another recommendation of this report, An Bord Altranais established a committee, which is broadly representative of health and education interest groups, to develop a national framework for continuing education and training. The report of this committee will include the findings of



a major research project on the continuing education needs of nurses commissioned from the Institute of Public Administration. It is expected that this report will be published in late 1996.

I am delighted to report that the pilot programmes in continuing education initiated jointly with the Midland Health Board and the North Eastern Health Board have proved to be so successful. During 1994/95 over 950 nurses completed courses in the Midland Health Board and over 900 undertook training in the North Eastern Health Board. These projects are instrumental in informing the work of the Continuing Education Committee.

During the year An Bord Altranais continued a high level of activity in its communication with nurses through seminars and conferences organized throughout the country. I am very pleased to report that over 1,000 nurses participated directly in these events. Regular contact with the profession also continued through

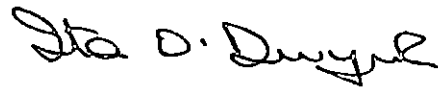
Presidential Review

An Bord Altranais *News* with 45,000 copies of each issue being mailed directly to nurses and students.

During 1995 the Fitness to Practise Committee considered applications for inquiry into the fitness to practise of 40 nurses. The continued dedication of members of the Fitness to Practise Committee is very much appreciated by the Board who fully recognise the time and commitment needed to process the increasing of volume of work.

At the end of 1995 there were 51,200 registered nurses in Ireland spanning the various divisions of the Register. The maintenance of such a large register involves the application of a wide range of procedures and entails communication with large numbers of nurses in connection with payment of fees, processing changes in details, requests for verifications as well as applications for registration, the Inactive File and Candidate Register.

In conclusion, I would like to take this opportunity to express my gratitude to the Members of An Bord Altranais, the Chief Executive Officer and staff for their contribution. I also wish to thank the Department of Health, Health Boards, voluntary and private hospitals and institutions for their co-operation and assistance in the development of nursing in this country during the year.



Ita O'Dwyer
President, An Bord Altranais

Members of An Bord Altranais

The Board met on eight occasions during 1995. Attendances at meetings are indicated in brackets.

President

Ms Ita O'Dwyer
Matron, Coombe Women's Hospital (7)

Vice President

Mr Anthony Gilligan
Psychiatric Nurse, St Loman's Hospital, Mullingar (7)

Chairperson, Fitness to Practise Committee

Sr Triona Harvey
Department of Nursing Studies, UCD, Earlsfort Terrace, Dublin (8)

Members

Prof John Bonnar
TCD Department of Gynaecology, St James's Hospital, Dublin (4)

Mr Aidan Browne
Area Co-ordinator - Services for the Elderly, North Eastern Health Board (8)

Ms Kathryn Byrne
General Public Interest Representative (0)

Ms Catherine Collins
Staff Nurse, University College Hospital, Galway (7)

Ms Marjorie Deegan
Nursing Services Officer (Personnel), Department of Health (7)

Mr Michael Fanning
Assistant Chief Nursing Officer, St Otteran's Hospital, Waterford (8)

Mr P J Fitzpatrick
Programme Manager, Eastern Health Board (3)

Ms Augusta Fitzsimons
Matron, Royal Victoria Eye & Ear Hospital, Dublin (7)

Ms Maresa Gilligan
Ward Sister, Sligo General Hospital (6)

Mr John Griffin
Principal Tutor, Cregg House, Sligo (7)

Mr Charlie Hardy
Personnel Officer, Personnel Management and Development, Department of Health (7)

Ms Barbara Haslam
Public Health Nurse, Eastern Health Board (6)

Mr William Hederman
Consultant Surgeon, Mater Hospital, Dublin (3)

Ms Hanora Henry
Principal Tutor, Southern Health Board School of Psychiatric Nursing, Cork (8)

Mr Desmond Kavanagh
Nursing Officer, St Dympna's Hospital, Carlow (5)

Ms Ann C Martin
Staff Midwife, University College Hospital, Galway (7)

Dr Brian McCaffrey
Clinical Director of Psychiatry, Eastern Health Board (6)

Ms Margaret McCarthy
Nurse Tutor, Meath Hospital (6)

Ms Mary McDermott
Superintendent Public Health Nurse, Western Health Board (6)

Mr Peter McLoone
National Secretary, IMPACT, Dublin (5)

Ms Ann Louise Mulhall
Midwife Tutor, Coombe Women's Hospital, Dublin (8)

Mr Seamus Murphy
Psychiatric Nurse, St Luke's Hospital, Clonmel (7)

Ms Eileen Musgrave
Nurse Tutor, Our Lady's Hospital for Sick Children, Dublin (6)

Mr Sean Nolan
Principal Officer, Higher Education Section, Department of Education (2)

Sr Sheila Ryan
Matron, St Vincent's Centre, Lisnagry (7)

Mr Derrick Smyth
Charge Nurse, Kilcornan Training Centre, Clarenbridge (8)

Staff of An Bord Altranais



Chief Executive Officer

Eugene Donoghue, *BA, MA, HDipEd*

Deputy Chief Executive Officer

Gerard Donnellan, *Cert Public Administration*

Finance Officer

Jim O'Sullivan, *MSc (Econ), ACMA*

Chief Education Officer

Kathleen Keane, *RGN, RM, RNT, DHA, FFFNRCSI*

Education Officers

Vincent Breheny, *RGN, RPN, RNT*

Eithne O'Domhnaill, *RGN, BTA, RM, RCT, RNT*

Catherine Shine, *BSc (Nursing), RGN, RNT*

Staff Officers

Desmond Bell

Mary Boushell

Annette Dunphy

Muriel Haire, *Diploma in Library and Information Studies*

Enid O'Dowd, *BA (Hons), FCA, Diploma in Business Computing*

Margot Saunders

Grade IV Administration

Antoinette Beegan, *MIHCA*

Eleanor Booth, *DHSA*

Fionnuala Boyle

Mary Hinds

Clerical

Gwen Byrne

Mary Doyle

Hilary Flynn

Mary Rose Kiely

Annette Lawrence

Sarah McCormack, *MIPSI*

Sheila McGuinness, *MIATI*

Ann O'Brien

Veronica O'Rourke

Valerie Wade

Alice Walsh

Receptionist

Mary Foster

Porter/Driver

Harry Reilly

Porter

Sean Preston

Three staff members are on career breaks and one is on secondment.

Board Committees

An Bord Altranais has formed three committees of the Board under Section 13 of the Nurses Act, 1985. These are Fitness to Practise Committee, Education and Training Committee, Finance and General Purposes Committee.

During 1995 the Board formed the Continuing Education Committee.

Fitness to Practise Committee

The Fitness to Practise Committee is formed under Section 13(2) of the Nurses Act, 1985, to carry out the functions of the Board under Part V (Fitness to Practise) of the Act in relation to fitness to practise of nurses.

The Committee comprises twelve Board members (ten nurses, a medical practitioner and a representative of the general public). The Fitness to Practise Committee met on seven occasions and five inquiries were held during 1995.

Committee Members

Sr Triona Harvey - Chairperson
Ms C Collins
Ms M Deegan
Ms M Gilligan
Mr J Griffin
Ms H Henry
Dr B McCaffrey
Ms M McDermott
Mr P McLoone
Ms A L Mulhall
Ms E Musgrave
Ms I O'Dwyer

Education and Training Committee

The Education and Training Committee, which has the following terms of reference, met on five occasions during 1995.

- ❑ Prepare Draft Rules and/or Policy Statements in relation to Part III (Registration) of the Act for consideration by the Board;
- ❑ Prepare Draft Rules and/or Policy Statements in relation to Part IV (Education and Training) of the Act for consideration by the Board;

- ❑ Consider applications for approval by hospitals and institutions for training purposes and make recommendations to the Board;
- ❑ Make arrangements for the carrying out of inspections of hospitals and institutions approved for training purposes and convey to these hospitals and institutions any requirements arising from such inspections. Where it is proposed to withdraw or modify approval in any way, the committee shall make a recommendation for consideration by the Board;
- ❑ Make recommendations to the Board for the establishment of ad-hoc sub-committees to carry out such specific functions and that such committees should include precise terms of reference, the membership and time scale for the sub-committee to carry out the particular work.

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

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

Committee Members

Ms Ita O'Dwyer - Chairperson
Mr A Gilligan
Mr A Browne
Ms C Collins
Mr M Fanning
Mr J Griffin
Sr T Harvey
Ms B Haslam
Mr W Hederman
Ms H Henry
Ms A C Martin
Ms M McCarthy
Ms A L Mulhall
Mr S Murphy
Ms E Musgrave
Mr S Nolan
Mr D Smyth

Board Committees

Continuing Education Committee

This Committee was formed to examine the continuing professional education needs of nurses and midwives in the health services and to develop a Continuing Education Framework.

The committee will report to the Board on:

- The current provision of post registration courses of education and training;
- The suitability of courses currently provided;
- The future post registration needs of nurses and the health services as perceived by nurses, nurse managers, other service managers and employers;
- Make recommendations on the establishment of a national framework for the provision of post registration nurse education and training.

The committee comprises representatives of health and education service agencies and professional disciplines.

Ms Ita O'Dwyer
President of An Bord Altranais and Chairperson

Mr A Gilligan
Vice President of An Bord Altranais

Mr M Fanning
Member of An Bord Altranais

Mr J Griffin
Member of An Bord Altranais

Sr T Harvey
Member of An Bord Altranais

Ms B Haslam
Member of An Bord Altranais

Ms M McCarthy
Member of An Bord Altranais

Ms A Martin
Member of An Bord Altranais

Ms E Musgrave
Member of An Bord Altranais

Mr S Nolan
Member of An Bord Altranais

Mr L Bane
Representing the Chief Executive Officers of Health Boards

Ms C Begley
Representing the Faculty of Nursing, Royal College of Surgeons in Ireland

Ms A Carrighy
Representing the Voluntary Hospitals

Mr P Hall
Representing the Institute of Public Administration

Ms A Halpin
Representing the National Council for Education Awards

Ms A Kennedy
Representing the Group of Nursing Unions

Ms S McMahon
Representing the Department of Health

Mr T McNamara
Representing the Chief Executive Officers of Health Boards

Mr J Hayden
Representing the Higher Education Authority

Ms P Taaffe
Representing the Hospitals with Boards Established under the Health, Corporate Bodies Act, 1961

Finance and General Purposes Committee

The Finance and General Purposes Committee, which has the following terms of reference, met on six occasions during 1995.

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

Board Committees

- ☐ Monitor income and expenditure and furnish a progress report to each meeting of the Board;
- ☐ Submit Draft Annual Report and Accounts for consideration by the Board with a view to publication;
- ☐ Make recommendations to the Board in relation to borrowings or overdraft requirements;
- ☐ Make recommendations to the Board in relation to the scale of fees to be charged under Section 25 of the Act.

Committee Members

Ms Ita O'Dwyer - Chairperson
Mr A Gilligan
Mr A Browne
Ms K Byrne
Ms C Collins
Mr P J Fitzpatrick
Ms A Fitzsimons
Mr C Hardy
Ms A C Martin
Sr S Ryan

Sub-Committees

During 1995 the sub-committees formed by the Board in previous years continued to deal with specific issues arising during the year.

The issues dealt with were:

- ☐ *Review of the Code of Professional Conduct for Each Nurse and Midwife*
- ☐ Research scholarships
- ☐ Medical preparations
- ☐ Violence in nursing
- ☐ Continuing education
- ☐ Research and development strategy

Education and Training

Regulatory Functions

Rules have been made by An Bord Altranais under the Nurses Act, 1985, laying down standards to be adhered to in the education and training of nurses. The rules provide for the regulation of hospitals and institutions offering training, to ensure the adequacy and suitability of clinical and theoretical experience.

The various aspects of the regulatory functions being carried out are illustrated as follows.

Inspection of Hospitals/ Institutions

The Board is required under Section 34 of the Nurses Act, 1985 to satisfy itself as to the adequacy and suitability of hospitals and institutions for nurse training and, to this end, inspect these at least once every five years.

Inspections of the following hospitals and institutions were carried out and they were found to satisfactorily comply with the requirements of the Board.

- ❑ Southern Health Board Regional School of Psychiatric Nursing, Cork
- ❑ Mid-Western Health Board Regional School of Psychiatric Nursing, Limerick
- ❑ North-Western Health Board Regional School of Psychiatric Nursing, Letterkenny
- ❑ Eastern Health Board Central School of Psychiatric Nursing, Dublin
- ❑ St Patrick's Hospital, Dublin
- ❑ St John of God Hospital, Dublin
- ❑ St Vincent's Hospital, Fairview, Dublin

Courses Receiving Approval

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

Category I Courses

Category I courses include in-service training/education, seminars, study days, conferences and refresher courses. In 1995, seventy Category I courses were approved.

Category II Courses

Specialist courses, excluding those leading to registration are defined as Category II courses. Eleven Category II courses were approved in 1995:

- ❑ Diabetic Nursing Course, Beaumont Hospital
- ❑ National Diploma in Business Studies in Nursing Management, Dundalk Regional Technical College
- ❑ Diploma in Gerontological Nursing, St James's Hospital/Trinity College
- ❑ Master of Science in Gerontological Nursing, St James's Hospital/Trinity College
- ❑ Diploma in Management, Faculty of Nursing, Royal College of Surgeons in Ireland
- ❑ Primary Fellowship, Faculty of Nursing, Royal College of Surgeons in Ireland
- ❑ Final Fellowship, Faculty of Nursing, Royal College of Surgeons in Ireland
- ❑ Bachelor of Science (Nursing), University College Cork
- ❑ Diploma in Higher Education in Professional Development in Nursing, Letterkenny Regional Technical College/University of Ulster
- ❑ Child & Adolescent Psychiatric Nursing Course, St Brendan's Hospital (re-approved)
- ❑ Forensic Psychiatric Course for Nurses, Central Mental Hospital (re-approved)

Education and Training

Post Registration Courses

Back to Nursing Course

This course is organised for nurses whose training does not comply with EU Directives of June 1979 and nurses returning to work who require a refresher course.

The following hospitals are approved to provide Back to Nursing Courses:

- Beaumont Hospital, Dublin
- Cork Regional Hospital
- James Connolly Memorial Hospital, Dublin
- Letterkenny General Hospital
- Mater Misericordiae Hospital, Dublin
- Sligo General Hospital
- St James's Hospital, Dublin
- St Vincent's Hospital, Elm Park, Dublin
- Waterford Regional Hospital

Back to Midwifery Course

This course is organised for midwives whose training does not comply with EU Directives of January 1983 and midwives returning to work who require a refresher course.

The following hospitals are approved to provide Back to Midwifery Courses:

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

Information and Guidance Service

An Information and Guidance Service for nurses and the general public on matters relating to nursing continues to be provided by the Education Department.

An Bord Altranais Research Scholarship Fund for Nurses

The members of this fund committee are:

Sister Triona Harvey - Chairperson
Professor J Bonnar
Mr A Browne
Mrs C Collins
Ms M McCarthy
Ms A Mulhall
Mr S Murphy

In 1995 fourteen recipients were awarded funding by the committee totalling £5,280. The titles of the projects are as follows:

- Midwives in the making
- Continuing professional education in psychiatric nursing: motivational influences
- A preliminary analysis of bullying behaviour among nurses
- A study of the current management of venous leg ulcers by public health nurses in Community Care Area 7 of the Eastern Health Board
- An investigation of student nurse appraisal of the ward learning environment
- The influence of the pre-morbid personality and psychological adjustment on progression in HIV
- The career planning needs of registered nurses and student nurses in Ireland
- An investigation of motivation to continuing education among nurses
- Senior Nurse Managers perception of the opportunity for career mobility within nursing and the wider health service administration
- A study of patient's expectations and the experiences of post operative pain
- Evaluating the nursing care of patients with chest drains in Dublin hospitals

Education and Training

- ❑ Needlestick injury and its related factors
- ❑ A rationale for proposing an educational approach based on learning through reflection in midwifery
- ❑ Levels of knowledge women have on the menopause and on HRT

The Research Scholarship Fund was launched with the intention of encouraging more nurses to become involved in research. To this end, the committee broadened the criteria in relation to funding so that, in 1995, funds were awarded to a greater number of studies which were undertaken by nurses within their own unit, hospital, or in the community.

Abstracts of research findings are published regularly in *An Bord Altranais News*.

Registration / Diploma Programme

General Nursing

An Bord Altranais approval was given to the Registration/ Diploma Programme for General Nurse Education and Training. This programme commenced in the Autumn of 1995 at the following locations:

- ❑ School of Nursing, Portiuncula Hospital, Ballinasloe, in partnership with University College Galway
- ❑ School of Nursing, Limerick, in partnership with University of Limerick
- ❑ School of Nursing, Beaumont Hospital, Dublin, in partnership with Dublin City University.

Successful completion of the programme will lead to registration in the General Division of the Register maintained by An Bord Altranais and to the award of a Diploma in Nursing from the associated third level Institution.

On completion of the programme, successful applicants may have the opportunity of undertaking a further academic year of study leading to a degree. The degree

courses are at present being developed by the associated third level institutions.

Psychiatric Nursing

An Bord Altranais approval was given to the Registration/Diploma programme commencing in the Autumn of 1995 at Western Health Board Regional School of Psychiatric Nursing in partnership with University College Galway.

Midwifery

Students who commenced their midwifery education and training in the Coombe Women's Hospital and the National Maternity Hospital, Dublin after September 1995, and who successfully complete this training, are eligible to apply for registration with An Bord Altranais in addition to being awarded a Diploma in Midwifery from the National University of Ireland at University College Dublin.

Medical Preparations

An Bord Altranais issued *Guidance to Nurses and Midwives on the Administration of Medical Preparations* in September 1995. This third edition replaces *Guidelines for the Administration of Medical Preparations*, 1993.

This document was mailed directly to each nurse and midwife on the Register.

An Bord Altranais News

Over 45 thousand copies of each of three issues of *An Bord Altranais News* were distributed to individual nurses on the Register, student nurses, various nursing groups and organisations, unions, Department of Health, Health Boards, colleges and medical libraries during 1995.

The aim of the *News* is to keep nurses informed of the Board's ongoing developments and nursing related issues in Ireland and the EU. The publication includes special features and articles of interest to the various disciplines of nursing. Library information, statistical data for registration and examinations and dates for forthcoming events are also published.

Education and Training

National Medicines Information Centre

Ms Ita O'Dwyer, President, An Bord Altranais was nominated by the Board to the Advisory Committee of the National Medicines Information Centre. The Centre provides free information on the use of medicines to the health care profession, particularly general practitioners and pharmacists. The centre carries a wide range of source material, textbooks, summaries of over 30,000 articles and has access to computerised medical literature retrieval systems.

Library

Development of the Board's library continued during 1995. The collection of books, reports and videos expanded through purchases and donations.

Demand for all library services has increased with over 4,500 requests for information being processed and over 2,800 nurses visiting the library. Talks and guidance on using the library facilities were given to some 480 student nurses.

The library continued to provide the following services:

- Computerised access to the Cumulative Index to Nursing and Allied Health Literature (CINAHL) on CD-ROM
- Online access to a wide range of nursing related databases
- Access to a number of printed nursing indexes
- A video rental service (140 videos)
- Access to 115 professional nursing/medical journals
- A reference service to nurses undertaking essay projects and similar work
- Access to information files maintained in areas of perceived interest
- Current awareness bulletin (published monthly)

- Photocopying and document supply and reference services both in-house and through the British Library Document Supply Centre and Irish healthcare libraries
- Talks and guidance on the library facilities and how these facilities can be used for student groups.
- Information updates on recent literature in each issue of *An Bord Altranais News*
- Leaflets for the guidance of readers

An Bord Altranais / Health Boards Joint Initiative

An Bord Altranais has continued its initiatives with Health Boards to offer programmes of continuing education to nurses within health board regions. These joint ventures offer An Bord Altranais an opportunity to establish a regional presence and will provide access for nurses to courses to enhance their skills.

An Bord Altranais collaborated with the Midland and North Eastern Health Boards during 1995.

Midland Health Board

Nine hundred and fifty nurses completed courses in the Midland Health Board during 1994/1995 as part of a joint programme between An Bord Altranais and the Midland Health Board. Included were:

- Basic Life Support (Instructors)
- Behavioural Psychotherapy
- Continence Care (Basic)
- Development Course for Nurse Managers
- Personal Planning Systems for Mental Handicap Nurses
- Skills and Knowledge in Caring for People with Learning Disabilities
- Wound Care for Nurses

This programme will continue into 1996.

Education and Training

North Eastern Health Board

Nine hundred nurses undertook a total of 2,850 days training in 1995 as part of the continuing education programme.

Included were:

- ☐ Basic Life Support Instructors Course
- ☐ Cancer Care Course for Non-Specialist Hospital Nurses
- ☐ Continence Management Seminars
- ☐ Control and Restraint Instructors Training Course
- ☐ Diabetes Care Seminar
- ☐ Ethical Issues in Nursing Seminars
- ☐ Healthy Heart Promotion
- ☐ Management Development Programmes for Nurse Managers
- ☐ Midwifery Refresher Course
- ☐ National Diploma in Business Studies in Nursing Management
- ☐ Presentation Skills Seminar
- ☐ Psychiatry Updates for Non-Psychiatric Nurses
- ☐ Stress Management and Biofeedback Course
- ☐ Stress Management Seminars
- ☐ Wound Care Course

New Publications

An Bord Altranais published the following documents during 1995:

- ☐ Guidance to Nurses and Midwives on the Administration of Medical Preparations
- ☐ Standards for Libraries in Schools of Nursing
- ☐ The 2nd Edition of the document Guidelines for Midwives

An Bord Altranais Seminars and Conferences Held in 1995

National Conference for Nurse Tutors and Clinical Teachers, Dublin (March)

Professional Regulation – Setting Standards, Kilkenny (May)

Professional Regulation – Setting Standards, Limerick (May)

Professional Regulation – Setting Standards, Sligo (May)

Professional Regulation – Setting Standards, Cavan (May)

National Seminar for Midwives – Issues in Midwifery Practice, Dublin (May)

National Seminar for Public Health Nurses – A Quality Service for the 21st Century, Dublin (June)

Professional Regulation – Setting Standards, Mullingar (September)

Professional Regulation – Setting Standards, Cork (October)

Professional Regulation – Setting Standards, Kilkenny (October)

Professional Regulation – Setting Standards, Dublin (October)

Towards Holism – National Seminar for Nurses Working in Mental Handicap, Dublin (October)

National Nursing Conference, Nursing Research – Luxury or Necessity for Practice, Dublin (November)

Education and Training

Distance Education Programme

The Accreditation Board of the National Distance Education Centre, Dublin City University considered the proposal *A Degree in Nursing through Distance Education - 1995*. An Bord Altranais is represented on the Accreditation Board.

A positive recommendation for acceptance has been made to the Academic Council of the University.

Examinations

The Board regulates and conducts examinations leading to registration in the Register pursuant to Section 33 of the Nurses Act, 1985. In the course of carrying out this work the Board is involved in the compiling of questions, checking of examination papers before issue, briefing examiners, issuing results and arranging for re-checks when requested. The Board is grateful for the co-operation it receives from all those involved in the examination process.

Registration Examination Statistics 1995

	No of Candidates	Hons%	Pass%	Fail%
General	1161	7.2	93.5	6.5
Psychiatric	144	9.7	85.4	14.6
Sick Children's	87	12.6	73.5	26.5
Mental Handicap	97	8.2	81.4	18.6
Midwifery	222	2.3	94.6	5.4

Continuing Education

Submissions

The Continuing Education Committee invited submissions from interested parties and fifty-six were received from organisations and individuals in the health and education sectors.

The written submissions were wide ranging and requested:

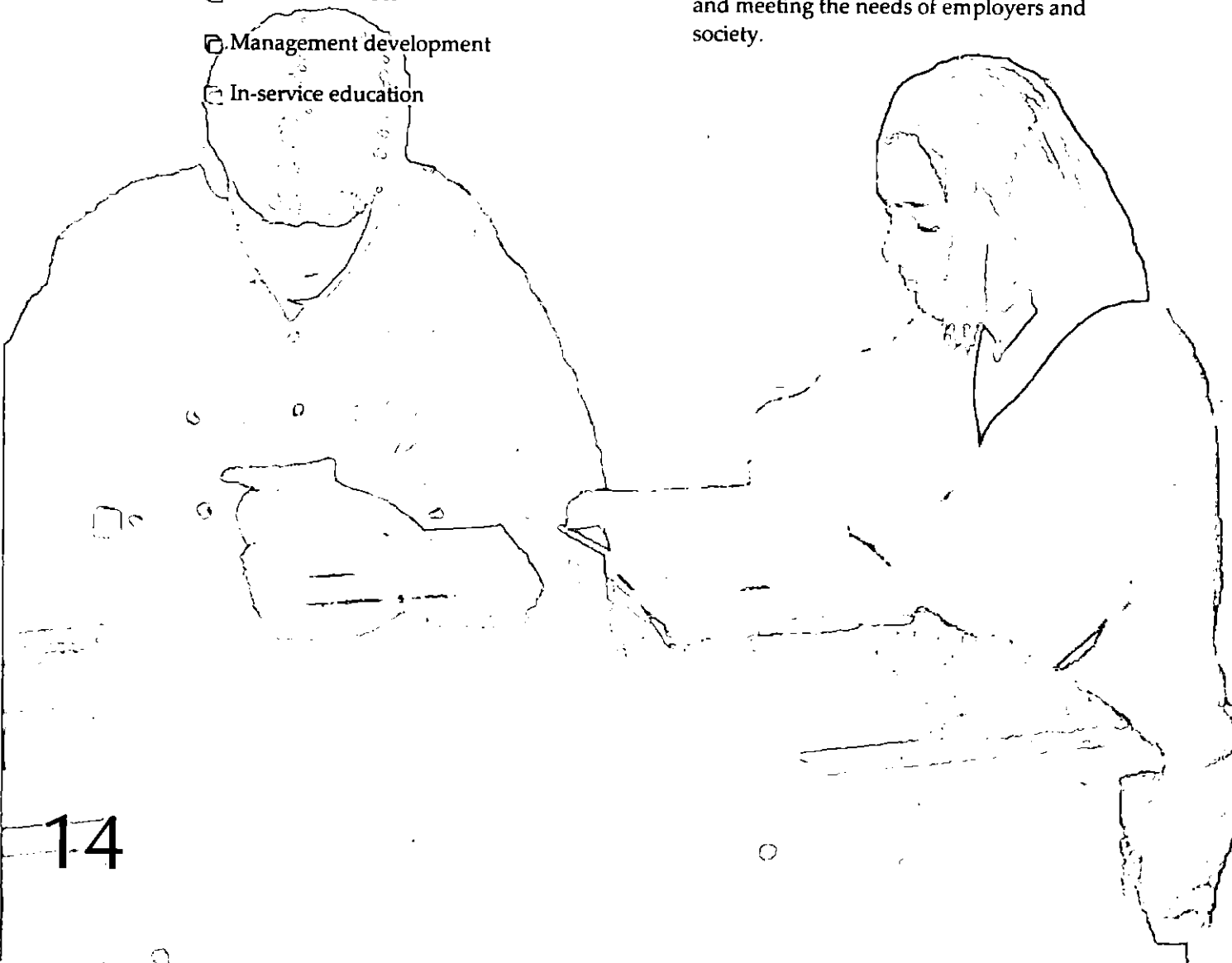
- Access for all to continuing education programmes
- Diploma and degree courses
- Updating from basic qualification to degree
- Preceptors
- Specialist courses
- Research
- Refresher courses
- Management development
- In-service education

IPA Research

As part of its research into continuing education, An Bord Altranais decided that a major research project on the continuing education needs of nurses should be undertaken.

The Institute of Public Administration was commissioned to undertake this research. The Institute conducted nationwide work-shops attended by nurses in all disciplines selected at random from the Register. The findings of this study will be used in the development of the Continuing Education Framework which is due for publication in 1996.

Steady progress has been made by the Committee and the IPA on the report. Cognisance will be given to relating continuing education to maintaining a high standard of quality care for patients, personal and professional development and meeting the needs of employers and society.



Fitness to Practise & Other Functions

Fitness to Practise

Applications for Inquiries

The Fitness to Practise Committee considered applications for inquiries into the fitness to practise of 40 nurses during 1995. (In one case applications were made by a person in respect of 10 nurses at the same hospital and in another case applications were made in respect of 17 nurses).

In 11 cases the Committee considered that inquiries were warranted; in 10 cases that inquiries were not warranted, and 19 cases were still under consideration at the end of the year.

Inquiries Held

The Fitness to Practise Committee held inquiries into the fitness to practise of 2 nurses during 1995. In one case the nurse's name was erased from the Register and in the other conditions were attached to the nurse's registration.

Three inquiries which commenced in 1994 continued during 1995 and resulted in one nurse's name being erased from the Register and in the other two cases conditions were attached to the nurses' registration.

Overseas Development Programme

The Overseas Development Programme involves the provision of nurse training in Ireland for students from overseas or the provision of in-country training/consultancy on a commercial basis. The origins of An Bord Altranais' involvement in this area go back to the late 70s when Irish nurses and doctors working in the Middle East referred nurses from that area to the Board to arrange training in Ireland.

An Bord's involvement in this area is in line with government policy, as the Programme for Competitiveness and Work identifies the potential for the export of services from this country and in particular, the export of services in the field of education and training.

An Bord is a member of DEVCO, the semi-state body charged with co-ordinating overseas development co-operation by Irish semi-state bodies.

In the year under review courses were provided for nurses from Bahrain, Oman and Nigeria.

Health and Safety

An Bord Altranais continues its efforts to ensure the safety, health and welfare of its employees and other persons coming into contact with the work activities of the organisation.

During 1995 the lift was modernised, additional stair handrails were installed and demonstration and training on fire safety were given to staff. In addition, scheduled maintenance continued on fire fighting equipment, safety harness bolts for window cleaning and other plant and equipment on the premises.

The Safety Statement was amended in March 1995 through the addition of a more comprehensive section on fire safety including detailed plans of each floor of the Board's premises.

Registration

The Register

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

An Bord Altranais decided, during 1995, in accordance with the provisions of the Nurses Act, 1985, to remove the names of over 200 nurses from the Register for non-payment of Retention Fees. The High Court confirmed the decision as required by the Act.

At the end of 1995, there were 51,200 registered nurses with 74,158 qualifications in the following disciplines.

Qualifications Registered					
Discipline	Female	Male	Active	Inactive	All
General	40,845	889	34,662	7,072	41,734
Psychiatric	6,460	3,010	8,325	1,145	9,470
Sick Children's	3,234	8	2,709	533	3,242
Mental Handicap	2,728	303	2,666	365	3,031
Midwifery	13,963	5	11,853	2,115	13,968
Public Health	1,778	0	1,607	171	1,778
Tutor	264	64	294	34	328
Other	579	28	444	163	607
Total	69,851	4,307	62,560	11,598	74,158

Number of Newly Registered Qualifications				
Qualification	Place of Training			Total ⁺
	Ireland	EU*	Other	
General	1,005	590	46	1,641
Psychiatric	113	—	95	208
Sick Children's	112	—	29	141
Mental Handicap	155	—	51	206
Midwifery	216	85	1	302
Public Health	51	—	7	58
Tutor	23	—	8	31
Total	1,675	675	237	2,587

* Nurses registering in Ireland under the relevant European Union Directives.

⁺ Of the 2,587 qualifications registered, 2,085 were first time registrations.

Registration

Verifications

Country	1995	1994
United Kingdom	799	649
Other European Countries	21	10
Australia	380	262
USA	19	30
Canada	7	2
Others	46	47
Total	1,272	1,000

Inactive File

Reason	1995	1994
Retired	1,575	1,384
Unemployed	816	814
Career Break/Leave of Absence	847	792
Working Abroad	3,616	3,463
Other	1,409	1,259
Total	8,263	7,712

Number of Student Nurses Commencing Training

Discipline	1995	1994
General	1,050	1,043
Midwifery	206	220
Psychiatric	87	70
Sick Children's	99	105
Mental Handicap	132	106
Total	1,574	1,544

Verifications

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

Inactive File

The Board maintains an Inactive File for nurses who are not practising nursing in Ireland. By the end of 1995, this file comprised 8,263 nurses.

Candidate Register

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

Appendix 1

Schools of Nursing/ Midwifery Approved at 31st December 1995

General

Adelaide Hospital, Dublin
Beaumont Hospital, Dublin
Bon Secours Hospital, Cork
Cork University Hospital
Cork Voluntary Hospitals
International Missionary Training Hospital,
Drogheda
James Connolly Memorial Hospital, Dublin
Letterkenny General Hospital
Limerick School of Nursing
Mater Misericordiae Hospital, Dublin
Meath Hospital, Dublin
Portiuncula Hospital, Ballinasloe
St James's Hospital, Dublin
St Michael's Hospital, Dun Laoghaire
St Vincents Hospital, Elm Park, Dublin
Sligo General Hospital
Tralee General Hospital
University College Hospital, Galway
Waterford Regional Hospital

Sick Children's

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

Mental Handicap

COPE Foundation, Cork
Cregg House, Sligo
Moore Abbey, Monasterevin

St Ita's Hospital, Portrane
St Joseph's Hospital, Dublin

St Mary's, Drumcar
St Vincent's Centre, Lisnagry
Stewart's Hospital, Dublin

Psychiatric

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

Midwifery

Coombe Women's Hospital, Dublin
International Missionary Training Hospital,
Drogheda
National Maternity Hospital, Dublin
Rotunda Hospital, Dublin
St Munchin's Regional Maternity Hospital,
Limerick
Southern Health Board School of
Midwifery, Cork
University College Hospital, Galway

Appendix 2

Post Registration Courses Approved at 31st December 1995

Category II Courses

Accident and Emergency Nursing Course

Beaumont Hospital

Mater Misericordiae Hospital

St James's Hospital

St Vincents Hospital, Elm Park

Alcoholism Course for Nurses

St John of God Hospital

Anaesthetic Nursing Course

Beaumont Hospital

St Vincents Hospital, Elm Park

Behaviour Modification Course

Cregg House

Behavioural Therapy Course

Eastern Health Board Central School of

Psychiatric Nursing

Mid-Western Health Board/University College

Cork

Child and Adolescent Psychiatric Nursing
Course

Eastern Health Board Central School of

Psychiatric Nursing

Coronary Care Nursing Course

Beaumont Hospital

Mater Misericordiae Hospital

St Vincents Hospital, Elm Park

Diabetic Nursing Course

Beaumont Hospital

Forensic Psychiatric Nursing Course

Central Mental Hospital

Gerontological Nursing Course

Nursing Elderly People

James Connolly Memorial Hospital

St James's Hospital

Infection Control Nursing Course

Beaumont Hospital

Intensive Care/Coronary Care Nursing
Course

St James's Hospital

St Vincents Hospital, Elm Park/ Blackrock

Clinic

Intensive Care Nursing Course

Beaumont Hospital

Mater Misericordiae Hospital
St Vincents Hospital, Elm Park
University College Hospital

Neurological/Neurosurgical Nursing
Course

Beaumont Hospital

Operating Theatre Nursing Course

Beaumont Hospital

Mater Misericordiae Hospital

Meath Hospital

St James's Hospital

St Vincents Hospital, Elm Park

Ophthalmic Nursing Course

Royal Victoria Eye and Ear Hospital

Orthopaedic Nursing Course

Sligo General Hospital

Paediatric Intensive Care Nursing Course

Our Lady's Hospital for Sick Children

Paediatric Operating Theatre Nursing
Course

Our Lady's Hospital for Sick Children

Palliative Care Course

Our Lady's Hospice

Plastic Surgical Oro-Maxillo Nursing
Course

St James's Hospital

Rehabilitation Nursing Course

National Medical Rehabilitation Centre

Renal Nursing Course

Beaumont Hospital

Special and Intensive Nursing Care of the
Newborn Course

Coombe Women's Hospital

National Maternity Hospital

The Rotunda Hospital

Stoma Care Nursing Course

University College Hospital

Diploma in Professional Studies
(Psychiatric Nurses) (NUI Approved)

Department of Applied Psychology, University
College Cork

Certificate in Behavioural Therapy for
Psychiatric Nurses

Department of Applied Psychology, University
College Cork

Appendix 2

Diploma in Oncological Nursing (NUI Approved)

Department of Nursing Studies, University College Dublin

Diploma in Nursing (Social Care in Mental Health)

Office of Adult & Continuing Education, University College Galway

Diploma Course in Safety, Health and Welfare at Work (Multidisciplinary Course - Approved for Nurses)

University College Cork

University College Dublin

University College Galway

University of Limerick

Regional Technical College, Waterford

National Diploma in Business Studies in Nursing Management

Dundalk Regional Technical College

Diploma in Gerontological Nursing

St James's Hospital/Trinity College

Master of Science in Gerontological Nursing

St James's Hospital/Trinity College

Diploma in Management

Royal College of Surgeon's in Ireland

Primary Fellowship

Royal College of Surgeon's in Ireland

Final Fellowship

Royal College of Surgeon's in Ireland

Bachelor of Science (Nursing)

University College Cork

Diploma in Higher Education in Professional Development in Nursing

Letterkenny Regional Technical College/

University of Ulster

Registration Courses

The following courses are approved by An Bord Altranais as courses leading to registration as:

Registered Public Health Nurse

Diploma in Public Health Nursing (NUI approved)

Department of Nursing Studies, University College Dublin

Department of Adult and Continuing Education, University College Cork

Registered Nurse Tutor

Bachelor of Nursing Studies

Department of Nursing Studies, University College Dublin

Category I Courses With On-going Approval

Back to Nursing Course

Beaumont Hospital

Cork Regional Hospital

James Connolly Memorial

Letterkenny General Hospital

Limerick Regional Hospital

Mater Misericordiae Hospital

St James's Hospital

St Vincents Hospital, Elm Park

Sligo General Hospital

University College Hospital

Waterford Regional Hospital

Back to Midwifery Course

National Maternity Hospital

Southern Health Board School of Midwifery, St Finbarr's Hospital

The Rotunda Hospital

Management Course for Nurses

Adult Education Centre, Waterford Regional Technical College

Department of Business Studies, Regional Technical College, Dundalk

Dublin Institute of Technology

Human Immuno-deficiency Virus

(HIV)/Acquired Immune Deficiency

Syndrome (AIDS) Course for Nurses. The Care and Management of People Affected by HIV/AIDS

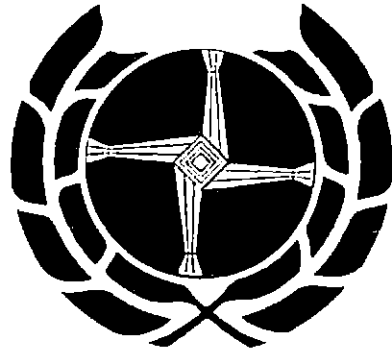
St James's Hospital

Healthcare Information Systems

Dublin Institute of Technology

Legal Aspects of Nursing

Dublin Institute of Technology



An Bord Altranais

**Auditor's Report and
Financial Statements For 1995**

Published in Accordance with Section 21 of the Nurses Act, 1985

Auditor's Report and Financial Statements For 1995

Contents

	Auditor's Certificate
1	Income and Expenditure Account
2	Balance Sheet
3	Cash Flow Statement
4	Accounting Policies
5	Notes to the Financial Statements
7	Schedules to the Accounts
8	Auditor's Report

Auditor's Certificate

I have audited the accounts of An Bord Altranais as set out in pages 1 to 7 in accordance with approved auditing standards and have obtained all the information and explanations I considered necessary.

In my opinion, proper books of accounts have been kept by An Bord and the accounts, which are in agreement therewith, give a true and fair view of the state of affairs of An Bord Altranais at 31st December 1995 and of its surplus for the year ended on that date.

A handwritten signature in black ink, appearing to read 'Peter F. Christian', with a long horizontal flourish extending to the right.

Peter F. Christian
Local Government Auditor

20th June 1996

Income and Expenditure Account

For Year Ended 31st December 1995

		1995 IR£	1994 IR£
Income			
Annual Retention Fee	Note 4	1,311,270	1,195,110
Registration Fee		165,961	167,057
Verification Fee		16,067	29,807
Candidate Register Fee		17,773	21,063
Examination Fee		127,316	166,614
Courses and Conferences		17,652	20,513
Overseas Students		40,621	31,600
Library and Publications		11,898	8,701
Superannuation Contributions	Note 5	41,822	42,676
Distance Education		-	7,039
Other Income		37,006	28,723
Total Income		<u>1,787,386</u>	<u>1,718,903</u>
Expenditure			
Accommodation Costs	Schedule 1	90,731	107,212
Staff Costs	Note 6	671,825	655,860
Other Administration Costs	Schedule 2	361,082	316,357
Examinations		46,018	62,997
Courses and Conferences		43,458	49,787
Overseas Students		17,440	13,872
Fitness to Practise		123,600	56,843
Library		21,860	15,899
Newsletter		69,466	62,422
Research Scholarships		5,280	7,000
Projects	Schedule 3	115,000	94,652
Depreciation		46,569	47,507
Total Expenditure		<u>1,612,329</u>	<u>1,490,408</u>
Surplus on Ordinary Activities		175,057	228,495
Exceptional Item – Inactive File Refunds	Note 4	(66,170)	(46,300)
Surplus for the Year		<u>108,887</u>	<u>182,195</u>

Statement of Movement in Accumulated Reserves

	1995 IR£	1994 IR£
At 1st January	242,167	59,972
Surplus for the Period	108,887	182,195
At 31st December	<u>351,054</u>	<u>242,167</u>

Ita O'Dwyer

Ita O'Dwyer
President

Eugene Donoghue

Eugene Donoghue
Chief Executive Officer

The accompanying notes are an integral part of these accounts.

Balance Sheet

At 31st December 1995

		1995		1994	
		IR£	IR£	IR£	IR£
Fixed Assets	Note 1		1,089,974		1,075,531
Current Assets					
Debtors and Prepayments		126,462		118,059	
Cash at Bank and in Hand		288,213		170,191	
Stock		10,741		13,065	
		<u>425,416</u>		<u>301,315</u>	
Current Liabilities					
Amounts falling due within one year	Note 2(a)	(478,235)		(424,821)	
Net Current Liabilities			(52,819)		(123,506)
Non-Current Liabilities					
Amounts falling due after one year	Note 2(b)		(516,597)		(540,354)
			<u>520,558</u>		<u>411,671</u>
Represented By					
Accumulated Fund		351,054		242,167	
General Reserve		139,504		139,504	
Refund Reserve	Note 4	30,000		30,000	
			<u>520,558</u>		<u>411,671</u>

Ita O'Dwyer

Ita O'Dwyer
President

Eugene Donoghue

Eugene Donoghue
Chief Executive Officer

The accompanying notes are an integral part of these accounts.

Cash Flow Statement

For Year Ended 31st December 1995

		1995 IR£	1994 IR£
Net Cash Inflow from Ordinary Activities	Note 1	192,553	180,835
Investing Activities			
Payments to acquire fixed assets		(61,012)	(20,451)
Net Cash Inflow (Outflow)		<u>131,541</u>	<u>160,384</u>
Increase (Decrease) in Cash & Equivalents		<u>131,541</u>	<u>160,384</u>

Notes to Cash Flow Statement

	1995 IR£	1994 IR£	
1. Reconciliation of Operating Surplus to Net Cash Inflow			
Operating Surplus	108,887	182,195	
Depreciation Charge	46,569	47,507	
Decrease in Stocks	2,324	3,454	
(Increase) in Debtors	(8,403)	(19,672)	
Increase / (Decrease) in Creditors	43,176	(32,649)	
Net Cash Inflow	<u>192,553</u>	<u>180,835</u>	
2. Analysis of Changes in Cash and Cash Equivalents During Year			
Balances at 1st January	156,672	(3,712)	
Net Cash Inflow	131,541	160,384	
Balance at 31st December	<u>288,213</u>	<u>156,672</u>	
	31st Dec 1995 IR£	1st Jan 1995 IR£	Change IR£
3. Analysis of Cash and Cash Equivalents Shown in Balance Sheet			
Cash at Bank and In Hand	288,213	170,191	118,022
Bank Overdraft	0	(13,519)	13,519
	<u>288,213</u>	<u>156,672</u>	<u>131,541</u>

Ita O'Dwyer

Ita O'Dwyer
President

Eugene Donoghue

Eugene Donoghue
Chief Executive Officer

The accompanying notes are an integral part of these accounts.

Accounting Policies

1. Accounting Convention

The Financial Statements have been prepared under the historical cost convention. The currency used in these Financial Statements is the Irish Pound which is denoted by the symbol IR£.

2. Fixed Assets – Depreciation

Depreciation is provided for at the rates stated below which are estimated to reduce the assets to realisable values by the end of their useful life.

Freehold Premises	Straight line over 50 years
Equipment and Fittings	2.5% Reducing Balance
Computer Equipment	25% straight line

3. Leased Assets

Fixed assets which are financed by way of financial leases are capitalised in accordance with Statement of Standard Accounting Practice 21. Depreciation of these assets is calculated so as to write off the cost of the assets over the period of the lease.

4. Stock

This consists of badges stock and is valued at cost.

5. Library

No value has been placed on books and periodicals in the library. Expenditure is written off in the year in which it occurs.

6. Fees Receivable

Fees, other than Annual Retention Fees, are taken into income as received. Annual Retention Fees includes fees in respect of 1995 received by 31st January 1996.

Notes to Financial Statements

	Premises IR£	Equipment & Fittings IR£	Computer Equipment IR£	Total IR£
1. Fixed Assets				
(a) Total Fixed Assets				
Cost or Valuation				
At 1st January 1995	982,686	285,696	313,566	1,581,948
Additions	–	38,052	22,960	61,012
At 31st December 1995	<u>982,686</u>	<u>323,748</u>	<u>336,526</u>	<u>1,642,960</u>
Accumulated Depreciation				
At 1st January 1995	69,634	152,492	284,291	506,417
Charge for Year	18,634	4,281	23,654	46,569
At 31st December 1995	<u>88,268</u>	<u>156,773</u>	<u>307,945</u>	<u>552,986</u>
Net Cost At 31st December 1995	<u>894,418</u>	<u>166,975</u>	<u>28,581</u>	<u>1,089,974</u>
Net Cost At 31st December 1994	<u>913,052</u>	<u>133,204</u>	<u>29,275</u>	<u>1,075,531</u>

(b) Investment in Leased Assets

Included in the above schedule are the following assets held under Finance Lease

	Computer Equipment IR£	Total IR£
Gross Amounts	174,675	174,675
Accumulated Depreciation	(172,460)	(172,460)
Net Cost	<u>2,215</u>	<u>2,215</u>

1995 IR£	1994 IR£
-------------	-------------

2. Creditors

(a) Amounts falling due within one year

Trade Creditors and Accruals	269,155	221,802
Bank Overdraft	–	13,519
Bank of Ireland Mortgage	40,000	40,000
Obligations under Finance Leases	1,180	1,031
Fees Received in Advance	167,900	148,469
	<u>478,235</u>	<u>424,821</u>

(b) Amounts falling due after one year

Bank of Ireland Mortgage	513,645	536,498
Obligations under Finance Leases	2,952	3,856
	<u>516,597</u>	<u>540,354</u>

Notes to Financial Statements

3. Bank Borrowings

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

4. Retention Fees

In April 1992 the High Court ruled that the 1987 Retention Fee had been invalidly demanded because certain statutory requirements had not been complied with.

The Board has been advised that the 1988 Retention fee could be held invalid for the same reasons.

The Board has decided to repay the 1987 and 1988 Retention Fees over a five year period by way of credit against Retention Fees for 1992 – 1996 inclusive.

During 1995 refunds were made to nurses on the Inactive File and therefore not in a position to avail of the credit facility. The total refunded was £66,170.

The Refund Reserve was created to reflect the situation which will arise in 1996 when the remaining nurse on the Inactive File who have not availed of the credit facility will be refunded.

5. Superannuation Contributions

Permanent staff of An Bord Altranais are members of the Local Government Superannuation Scheme.

Contributions are deducted from salaries at the rate of 5% in respect of Pensions and 1.5% in respect of Spouses and Orphans Scheme. Contributions are treated as income in the year of deduction.

Superannuation Contributions for 1995 include £6,990 from previous employers of a pensioner, related to periods of service with these employers. The 1994 total includes £6,837 from previous employers.

6. Staff Costs

Staff costs include £50,714 paid as retirement pensions to four former staff members. Payments of £52,169 were made to these pensioners during 1994.

Schedules to Accounts

For Year Ended 31st December 1995

	1995 IR£	1994 IR£
1. Accommodation Costs		
Mortgage Interest	47,534	53,426
Cleaning	12,947	14,029
Insurance	7,411	7,087
Light and Heat	11,688	11,967
Repairs and Maintenance	11,151	20,703
Total	90,731	107,212
2. Other Administration Costs		
Travel and Subsistence	74,385	58,051
Telephone and Telex	27,793	26,219
Postage	78,130	67,677
Printing and Stationery	72,397	59,121
Staff Training and Recruitment	12,577	6,225
Professional Fees	8,251	7,895
Legal Fees	17,628	15,557
Bank Interest and Charges	11,172	10,030
Leasing Interest	519	865
Computer	47,991	54,443
Miscellaneous	10,239	10,274
Total	361,082	316,357
3. Projects		
Review of Nurse Education & Training	–	24,652
Dublin City University Project	50,000	50,000
Continuing Education Committee	25,000	–
Continuing Educational Joint Venture	40,000	20,000
Total	115,000	94,652

Auditor's Report

I have audited the accounts of An Bord Altranais for the year ended 31st December 1995. The Accounts have been prepared in accordance with the requirements of Section 21 (1) of the Nurses Act, 1985.

Financial Situation

The surplus of £108,887 continues the favourable trend started in 1989 and resulted in an accumulated surplus of £520,558 as at 31st December 1995.

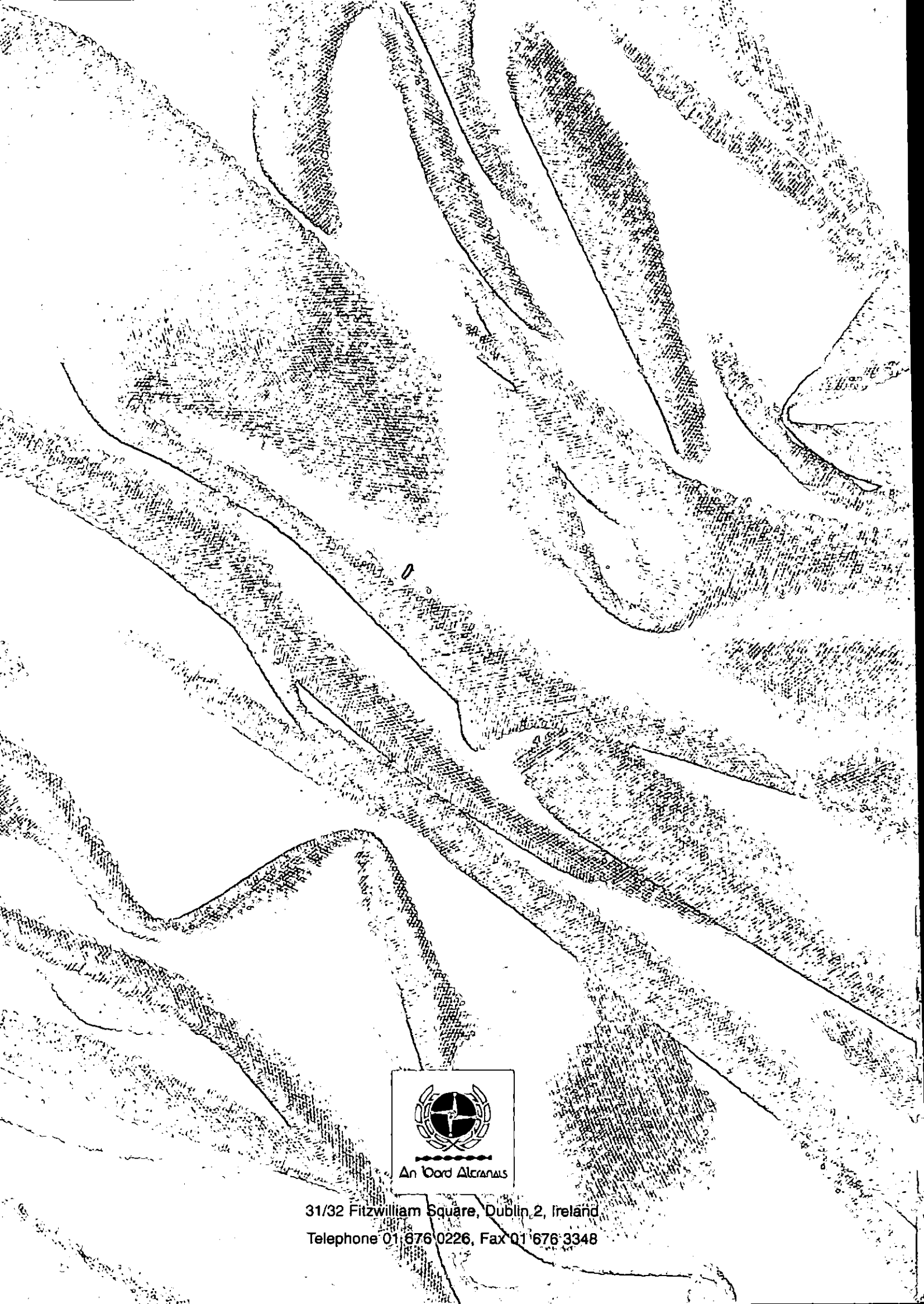
Acknowledgement

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



Peter F. Christian
Local Government Auditor

20 June 1996



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