



REPORT FOR THE YEAR 1994
Auditor's Report and Financial Statements
for 1994



An **IBOARD** ACCOUNTANTS



An Bord Altranais

Report for the Year 1994

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

Report for the Year 1994

Contents

- 1** Presidential Review
 - 3** Members of An Bord Altranais
 - 4** Staff of An Bord Altranais
 - 5** Board Committees
 - 7** Education and Training
 - 14** Fitness to Practise & Other Functions
 - 15** Registration Statistics
- Appendix 1 – Schools of Nursing/Midwifery
- Appendix 2 – Post Registration Courses

Presidential Review

1

The Annual Report for 1994 outlines the main activities of An Bord Altranais during the year under the headings of Education and Training, Fitness to Practice and Registration.

It is my pleasure to present the report for a year in which significant progress was made by the statutory regulatory body in its areas of responsibility.

June 1994 saw the publication of the major document entitled *The Future of Nurse Education and Training in Ireland*, the report of the review group which had been working since 1990. The launch of this blueprint for the future of nurse education and training was very well received by the nursing profession, the Minister for Health, agencies in the health sector and the wider public. The main recommendations are given in full in this report.



In conjunction with the launch of the report, a report on the cost implications of implementing changes in nurse education and training was presented to the Minister for Health.

I would like to thank each and every member of the review group for their time and effort and would also like to acknowledge the contributions from individuals and nursing groups who attended workshops and made submissions to the group.

A new programme of pre-registration nurse education and training at University College Hospital, Galway and University College Galway was approved by An Bord Altranais. The Registration/Diploma programme commenced in October 1994.

This indeed is a welcome development and lays the foundation for the future development of enhanced nurse education and training in this country.

The Board launched a video on *The Role and Functions of An Bord Altranais* in January 1994. The video gives a broad overview of An Bord and will help to promote information on our regulatory body to nurses, students and future candidates for nursing.

An Bord Altranais *News* was increased both in content and circulation during the year. I hope that readers will find the enhanced format to be increasingly informative in content. An Bord Altranais *News* was issued to some 45,000 nurses on the Register.

Inspections were carried out in seven Schools of Nursing during 1994. An Bord Altranais wish to express appreciation to all involved and to compliment the high standards in training Hospitals.

Presidential Review

2 An Bord Altranais organised a number of educational events at national and regional levels. These took the format of seminars for nurses registered in specific divisions of the register, a national conference and a number of seminars on professional regulation and all were very well attended. These events provide valuable opportunities for An Bord to have direct contact with the profession.

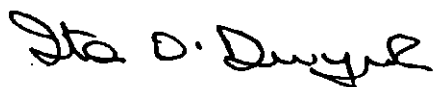
The number of applications for Research Scholarships during 1994 was the highest since the introduction of the scheme in 1991 and this level of interest indicates an increasing awareness in the area of research. Additional funding will be made available for 1995.

Work on reconciling the register of An Bord Altranais with the records of employing authorities continued during 1994. New format registration certificates were introduced which incorporate enhanced security features.

The numbers maintained on the register during 1994 was the highest to date and the resulting retention fee income has ensured that the Board remains on a sound financial footing.

I am delighted to present this report of these activities and the many other activities of the Board which are referred to in more detail in this document.

Finally, I would like to express my gratitude to all the members of An Bord Altranais, the Chief Executive Officer and staff for their contribution during the year. I also wish to thank the Department of Health, Health Boards and voluntary sector hospitals and institutions for their cooperation and assistance during the year.



Ita O'Dwyer
President
An Bord Altranais

Members of An Bord Altranais

3

There were seven meetings of the Board held in 1994. Attendances at meetings are indicated in brackets.

President

Ms Ita O'Dwyer
Matron, Coombe Women's Hospital (6)

Vice President

Mr Anthony Gilligan
Psychiatric Nurse, St Loman's Hospital, Mullingar (3)

Chairperson, Fitness to Practice Committee

Sr Triona Harvey
Department of Nursing Studies, UCD, Earlsfort Terrace, Dublin (4)

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 (6)

Ms Kathryn Byrne
General Public Interest Representative (3)

Ms Catherine Collins
Staff Nurse, University College Hospital, Galway (5)

Ms Marjorie Deegan
Nursing Services Officer (Personnel), Department of Health (5)

Mr Michael Fanning
Assistant Chief Nursing Officer, St Otteran's Hospital, Waterford (6)

Mr P J Fitzpatrick
Programme Manager, Eastern Health Board (4)

Ms Augusta Fitzsimons
Matron, Royal Victoria Eye & Ear Hospital, Dublin (6)

Ms Maresa Gilligan
Ward Sister, Sligo General Hospital (5)

Mr John Griffin
Principal Tutor, Cregg House, Sligo (6)

Ms Barbara Haslam
Public Health Nurse, Eastern Health Board (5)

Mr William Hederman
Consultant Surgeon, Mater Hospital, Dublin (4)

Ms Hanora Henry
Principal Tutor, Southern Health Board School of Psychiatric Nursing, Cork (6)

Mr Desmond Kavanagh
Nursing Officer, St Dymphna's Hospital, Carlow (4)

Mr Michael Kelly
Principal Officer, Department of Health (Resigned) (4)

Ms Ann C Martin
Staff Midwife, University College Hospital, Galway (5)

Dr Brian McCaffrey
Clinical Director of Psychiatry, Eastern Health Board (3)

Ms Margaret McCarthy
Nurse Tutor, Meath Hospital (6)

Ms Mary McDermott
Superintendent Public Health Nurse, Western Health Board (2)

Mr Peter McLoone
National Secretary, IMPACT, Dublin (2)

Ms Ann Louise Mulhall
Midwife Tutor, Coombe Women's Hospital, Dublin (6)

Mr Seamus Murphy
Psychiatric Nurse, St Luke's Hospital, Clonmel (6)

Ms Eileen Musgrave
Nurse Tutor, Our Lady's Hospital for Sick Children, Dublin (5)

Mr Sean Nolan
Principal Officer, Higher Education Section, Department of Education (3)

Sr Sheila Ryan
Matron, St Vincent's Centre, Lisnagry (6)

Mr Derrick Smyth
Charge Nurse, Kilcornan Training Centre, Clarenbridge (6)

Mr Michael Kelly resigned from the Board on 10th November 1994 and Mr Charlie Hardy, Personnel Officer, Personnel Management and Development, Department of Health, was appointed in his place.

Staff of An Bord Altranais

4



Chief Executive Officer
Eugene Donoghue, BA, MA,
HDipEd

Deputy Chief Executive Officer

Gerard Donnellan, *Cert Public Administration*

Finance Officer

Jim O'Sullivan, *ACMA*

Chief Education Officer

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

Education Officers

Vincent Breheny, *RGN, RPN, RNT*

K Maria Neary, *MA, RMHN, RGN, RNT, DHHSA*

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

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

Staff Officers

Desmond Bell

Mary Boushell

Annette Dunphy

Gina Moloney

Margot Saunders

Grade IV Administration

Antoinette Beegan, *MIHCA*

Eleanor Booth, *DHHS*

Fionnuala Boyle

Muriel Haire

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

Post Vacant

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.

The Education and Training Committee established the Nurse Education and Training Review 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 of the Act in relation to Fitness to Practise, namely to investigate complaints against nurses and if it considers it warranted, to hold an inquiry into the fitness to practise of a nurse on the grounds of alleged professional misconduct or alleged unfitness to practise on health grounds. The Committee comprises 12 Board members (10 nurses, 1 medical practitioner and a representative of the general public). The Fitness to Practise Committee met on five occasions and three inquiries were held during 1994.

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 six occasions during 1994.

- ▼ Prepare Draft Rules and/or Policy statements in relation to Part 3 (Registration) of the Act for consideration by the Board;
- ▼ Prepare Draft Rules and/or Policy statements in relation to Part 4 (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

Finance and General Purposes Committee

The Finance and General Purposes Committee, which has the following terms of reference, met on five occasions during 1994.

- ▼ Prepare draft estimates of income and expenditure for consideration by the Board;
- ▼ Authorise variations in the Annual Budget exceeding £10,000;
- ▼ Monitor income and expenditure and furnish a progress report to each meeting of the Board;

Board Committees

6

- ▼ 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 M Kelly (resigned)
Ms A C Martin
Sr S Ryan

Nurse Education and Training Review Committee

The Nurse Education and Training Review Committee, which has the following terms of reference, met on four occasions during 1994.

- ▼ To analyse the strengths and weaknesses of the present system of training, educating and examining student nurses;
- ▼ To make proposals in regard to the training, education and examination processes;
- ▼ To analyse the current post registration education and training of nurses;
- ▼ To make proposals in relation to the adequacy and suitability of post registration education and training of nurses;
- ▼ To make recommendations and to outline the professional, service and financial implications of implementing the stated proposals;
- ▼ To publish the findings.

Committee Members

Board Members

Ms Ita O'Dwyer – Chairperson
Mr A Browne
Ms C Collins
Mr A Gilligan
Mr J Griffin
Sr T Harvey
Ms B Haslam
Ms H Henry
Ms M McCarthy
Ms A L Mulhall
Ms E Musgrave

Co-Opted Members

Ms A Carrigy, Representing Voluntary Hospitals
Mr P J Fitzpatrick, Representing Health Boards
Ms A Halpin, National Council for Educational Awards
Mr M McLoone, Representing hospitals with boards established under the Health (Corporate Bodies) Act, 1961
Mr P McLoughlin, Representing Health Boards
Prof M Mulcahy, Higher Education Authority
Ms F Tyndall, Representing Voluntary Hospitals

Sub-Committees

During 1994 the sub-committees formed by the Board in the previous year 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
- ▼ Aspects of the Review of Nurse Education and Training

Education and Training

7

Regulatory Functions

An Bord Altranais has made rules under the Nurses Act, 1985, laying down standards to be adhered to in the education and training of nurses and in their continuing education as registered nurses. The rules provide for the regulation of hospitals and institutions providing training to ensure that valuable clinical and theoretical experience is provided.

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

Inspection of Hospitals/Institutions

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

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

- ▼ St. James's Hospital, Dublin
- ▼ Our Lady's Hospital for Sick Children, Dublin
- ▼ The National Children's Hospital, Dublin
- ▼ The Children's Hospital, Dublin
- ▼ Regional School of Psychiatric Nursing, SEHB

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 as follows:

Category I Courses

Category I courses include in-service training/education, seminars, study days, conferences and refresher courses. In 1994, 45 Category I courses were approved

Category II Courses

Specialist courses, excluding those leading to registration are defined as Category II courses. Four Category II courses were approved in 1994:

- ▼ Intensive Care Nursing Course, University College Hospital, Galway.
- ▼ Diploma in Oncological Nursing, University College Dublin (NUI Approved)
- ▼ Bachelor of Nursing Studies (Modular), University College Dublin (NUI Approved)
- ▼ Master of Medical Science in Nursing, University College Dublin (NUI Approved)

Information and Guidance Service

The Education Department continued to provide an information and guidance service for nurses and the general public on matters relating to nursing.

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 who require a refresher course.

Nurses took courses in the following hospitals:

- ▼ 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 who require a refresher course. Midwives took courses in the following hospitals:

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

Education and Training

8

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 1994 sixteen recipients were awarded funding by the committee totalling £7,000. The titles of the projects are as follows:

- ▼ Evaluation of strategies taken/used to increase the effectiveness of an early intervention service
- ▼ Midwives in the making.
- ▼ The effectiveness of aromatherapy in reducing night sedation in the care of the elderly setting.
- ▼ The hidden curriculum in Nurse Education.
- ▼ How reliable are early life style exposures recalled by middle aged subjects in epidemiological studies?
- ▼ We need adolescents' views.
- ▼ Theory Practice relationships in nursing education.
- ▼ The role of the Nurse Teacher.
- ▼ An analysis of the teaching methodologies/strategies employed and favoured within nurse education in the Republic of Ireland.
- ▼ Why nurses opt out of pursuing a career in the nursing profession.
- ▼ Evaluation of the particular health needs of the travelling community.
- ▼ An examination of nursing practice pertaining to pre-operative fasting of patients prior to surgery.
- ▼ Recovery from Alcoholism: A shock for the system.
- ▼ Awareness and knowledge of women with a family history of breast cancer in regard to their risk of developing the disease.
- ▼ An analysis of the factors that influence the sex role stereotyping of nursing as a career.
- ▼ Living at home: An examination of how well elderly people cope at home.

The research 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 1994 funds were awarded to a greater number of studies which were undertaken by nurses within their own unit, hospital, or in the community.

An Bord Altranais / Midland Health Board Joint Project

An Bord Altranais joined with the Midland Health Board in offering a programme of continuing education courses to nurses in the Midland Health Board region. This joint venture provides An Bord Altranais with an opportunity to establish a presence among nurses in the region and to promote high standards among nurses working in a variety of care settings:

The courses were organised in response to a needs survey which was carried out as part of the project to find out nurses' views on the subjects and issues which should be included in the courses. For this reason the participating nurses found the courses relevant and beneficial to their professional development and current practice.

The programme was launched on 14 November 1994 at the Central Office of the Midland Health Board in Tullamore.

Diploma in Public Health Nursing Leading to Registration

A new Diploma in Public Health Nursing course commenced in University College Cork in October 1994. It is a course for registered nurses/midwives with a minimum of two years practice experience. The course is modular in design and structure and leads to registration in the Public Health Nurses Division of the Register.

Library

During 1994 the Board's Library continued to develop. All of the library services were extensively used. The collection of books, reports and videos expanded through purchases and donations. The library presently holds 115 videos, 110 nursing/medical journals. Demand for all library services has increased, over 4,000 requests for information were dealt with, 2,200 nurses visited the library, talks and guidance on using the library facilities were given to over 630 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
- ▼ Access to 110 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
- ▼ A video rental service
- ▼ 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 health-care libraries

▼ Talks and guidance on the library facilities and how these facilities can be used for student groups.

▼ Leaflets intended for the guidance of readers

▼ Information updates on recent literature in each issue of *An Bord Altranais News*

An Bord Altranais News

The Board distributed approximately 45,000 copies of each of three issues of *An Bord Altranais News* to nurses on the Register, student nurses, various nursing groups and organisations, unions, Department of Health, Health Boards, colleges and medical libraries during 1994.

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.

Nursing Board Video

An Bord Altranais has produced a video as part of its information and communication programme to help nurses understand the role of the statutory body.

Over one hundred representatives from all disciplines of the Irish Nursing Profession met in January at the Research & Education Centre, St. Vincent's Hospital, Dublin for the video launch, hosted by Ms Ita O'Dwyer, President of the Board. The video *The Role and Functions of An Bord Altranais* gives an overview of the work of the Board as assigned under the Nurses Act 1985. It contains interviews with Board and Staff Members on the regulatory functions of the Board.

Consolidation of Rules and Criteria

New Rules have been issued for the Education and Training of Student Nurses and Student Midwives.

While there is no change in the substance or content, Rules 4, 7, 8 and 9 of the Nurses Rules, 1988 and the Criteria for the education and training of student nurses and midwives have been consolidated into one document. A number of aspects of the Criteria have been included in the new Rules and the remainder became schedules to the Rules.

Education and Training

10

The Future of Nurse Education and Training

An Bord Altranais has a specific responsibility under Section 36 (2) of the Nurses Act, 1985 to review and evaluate the existing programmes of nurse education and training.

In accordance with that responsibility An Bord established a committee in September 1990 to assist it in carrying out a review. The Committee consisted of a group of members of An Bord together with a number of persons co-opted to it, to represent certain relevant interests.

An interim report, prepared by the review committee, was presented to the Minister for Health and published in October 1991. It was intended to be a consultative document to initiate a process of consultation with the profession, employers and groups representing nurses.

Following publication of the consultative document, An Bord Altranais engaged in a series of regional consultative seminars with nurses. Eighteen workshops were conducted, at least two within each health board area. A total of 819 nurses participated. The participants included representatives from all grades of nursing and from all divisions of the register for nurses. Formal submissions on the consultative document were invited from individual nurses, employers of nurses, groups representing nurses, and other external health agencies.

The services of consultants were employed in November 1993, to undertake a study of costings in nurse education and to provide costing estimates on current and new models of nurse education.

Prior to preparation of this final report, the draft recommendations were circulated to the profession and to other interested parties and their views were invited on the draft proposals. A wide range of submissions was received in response to this document.

An Bord Altranais, having considered the findings of the review committee and analysed the range of views obtained through the consultative process, and having reviewed health service policy, nursing literature, national and international trends in nurse education, presented its final recommendations for the future development of nurse education and training in June 1994 to Mr Brendan Howlin, TD, Minister for Health, at a function attended by over two hundred representatives of the nursing, education and health sectors.

The report contains twenty eight major recommendations regarding organisational, educational, training and economic issues surrounding the future of nursing in Ireland and recommends a major overhaul of the current system of training for nurses. In particular, An Bord Altranais recommends that student nurses should have

student status throughout their training and their current dual status of employee and student should be discontinued. The report also recommends that colleges of nursing and midwifery should be established with links to third level institutions, giving nurses academic accreditation for their nursing qualifications.

Recommendations

Pre-registration

- ▼ A Central Applications System for entry to nursing should be established
- ▼ The number of students entering nurse education and training leading to registration should primarily be determined on the basis of national policy in relation to health service needs
- ▼ The student nurse should have the status of student throughout the course of education and training leading to registration and should not be an employee of a service
- ▼ Colleges of nursing and midwifery should be established with links to third level institutions. A college of nursing and midwifery should embrace a group of hospitals and institutions including general, psychiatric, sick children's, mental handicap, midwifery and facilities for community nursing services. The college of nursing shall be under the direction of a registered nurse tutor or midwife teacher

Education and Training

- ▼ A comprehensive national framework should be established by An Bord Altranais for links between the colleges of nursing and midwifery and higher education institutions for the purpose of accreditation of courses
- ▼ The student nurse should have a simultaneous registration as a student with An Bord Altranais and a higher education institution
- ▼ A common core programme of eighteen months for all student nurses should be established followed by a further eighteen months of specialisation leading to registration in a particular division of the register for general, psychiatric, sick children's and mental handicap nursing
- ▼ Educational preparation for clinical teaching responsibilities should be provided for nurses in clinical areas approved by An Bord Altranais for the education and training of student nurses
- ▼ Clinical experience should be under the guidance of a registered nurse tutor with the support of a preceptor in each clinical setting. An appropriate educational preparation for preceptors should be provided
- ▼ An Bord Altranais should establish a national curriculum development unit to monitor and advise on aspects of the nursing curriculum. Curriculum

design should follow a modular approach and should include continuous assessment procedures. A period of scheduled clinical placements should be included in the later stages of the programme

Bord Altranais in conjunction with employers, providers of education and training, accrediting authorities and should receive adequate funding



L-R: Eugene Donoghue, Chief Executive Officer, An Bord Altranais; Ita O'Dwyer, President, An Bord Altranais; Brendan Howlin, TD, Minister for Health at the launch of The Future of Nurse Education and Training.

- ▼ The role and preparation of the nurse tutor should be developed in a context of future educational change
- ▼ Structures for post registration nurse education and training should facilitate the preparation of nurses for clinical nursing roles, management and research
- ▼ The Department of Health should continue its financial support for student nurses through the provision of funds for students on courses leading to registration.
- ▼ Structures for post registration education and training should include a credit accumulation and transfer system (CATS) and must be flexible enough to recognise a nurse's/midwife's previous experience and learning
- ▼ A national framework for post registration nurse education and training including mandatory nurse education and training should be developed by An
- ▼ A nurse or midwife on successful completion of a course professionally

Education and Training

12

validated by An Bord Altranais should have the course recorded with her individual registration

- ▼ A nurse returning to practice from a five year or greater period of absence from practice or a nurse transferring from one discipline to another must undertake a refresher course validated by An Bord Altranais.

Community Nursing

- ▼ Primary healthcare should be an essential feature of the nursing curriculum
- ▼ Future programmes of nurse education and training should provide all student nurses and registered nurses with substantial knowledge and expertise in relation to community nursing
- ▼ The provision of a satisfactory learning environment in the community care setting for student nurses should be developed in the interest of student nurse learning
- ▼ An enhanced level of nurse education and training should be provided in care of the elderly
- ▼ Midwifery registration should no longer be required for entry to public health nursing and should be replaced by a maternity and child care module.

Midwifery

- ▼ Article 2 of the EU Midwives Directive, 80/154/EEC, should be used to provide

flexibility in the approval and validation by An Bord Altranais of programmes of midwifery education and training

- ▼ Midwifery education and training programmes should have academic accreditation
- ▼ A new curriculum should be developed for the midwifery registration programme
- ▼ Programmes of midwifery education and training should be located in colleges of nursing and midwifery and should be under the direction of a qualified midwife teacher
- ▼ The EU recommendation (111/D/5159/89) on continuing education of midwives should be implemented
- ▼ The EU recommendation (111/F/5122/4/90) on midwives and research should be implemented.

Registration / Diploma Programme

An Bord Altranais has approved a programme of Pre-Registration Nurse Education and Training at University College Hospital, Galway and University College Galway.

The programme was launched in Galway on 22 September 1994 by the Minister for Health, Mr Brendan Howlin TD, who noted that he accepted the broad thrust of

the recommendations made in *The Future of Nurse Education and Training in Ireland*.

The Registration/Diploma sets out the broad direction in which nurse education and training can expect to develop.

Joint Meeting With Northern Ireland Board

A joint meeting of An Bord Altranais and the National Board for Nursing, Midwifery and Health Visiting for Northern Ireland took place in Dublin on 24th and 25th November 1994.

The purpose of the meeting was to:

- ▼ exchange information on the role and developments in the two Boards
- ▼ discuss issues of mutual interest, and
- ▼ identify strategies for future co-operation.

The issues raised led to a discussion and agreement on priorities to be addressed following the meeting.

The Executive of both Boards undertook to meet and plan ways of addressing the issues raised.

Education and Training

An Bord Altranais Seminars/Conferences Held in 1994

- ❖ National Conference for Nurse Educators, Dublin, March
- ❖ Professional Regulation – Protecting Patient and Nurse, Cork, May
- ❖ Professional Regulation – Protecting Patient and Nurse, Tralee, May
- ❖ Professional Regulation – Protecting Patient and Nurse, Letterkenny, May
- ❖ Professional Regulation – Protecting Patient and Nurse, Carrickmacross, May
- ❖ Current Issues in Midwifery Practice, Dublin, June
- ❖ Professional Regulation – Protecting Patient and Nurse, Clonmel, September
- ❖ Professional Regulation – Protecting Patient and Nurse, Portlaoise, September
- ❖ Personal Relationships and Persons with a Mental Handicap, Dublin, September
- ❖ Personal Relationships and Persons with a Mental Handicap, Cork, September
- ❖ Professional Regulation – Protecting Patient and Nurse, Castlebar, October
- ❖ Professional Regulation – Protecting Patient and Nurse, Ennis, October
- ❖ Professional Regulation – Protecting Patient and Nurse, Dublin, October
- ❖ Legislation Influencing Public Health Nursing, Dublin, November
- ❖ National Conference – Towards the 21st Century: The Challenge of Change, Dublin, December

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 1994

	Entered	Passed	Failed	Pass Rate
General	1041	1009	32	97%
Psychiatric	105	93	12	88%
Sick Children's	119	100	19	84%
Mental Handicap	133	121	12	91%
Midwifery	220	213	7	97%
Integrated General/ Sick Children's	17	14	3	82%
Total	1635	1550	85	95%

Fitness to Practise & Other Functions

14

Fitness to Practise

Applications for Inquiries

The Fitness to Practise Committee considered applications for inquiries into the fitness to practise of eight nurses during 1994.

In three cases the committee considered that enquiries were warranted; in two cases that inquiries were not warranted and three cases were still under consideration at the end of the year.

Inquiries Held

The Fitness to Practise Committee commenced three inquiries into the fitness to practise of nurses during 1994 and these were ongoing at year end.

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 Qatar. Two officers from An Bord Altranais were involved in providing technical assistance for a nurse training programme in Saudi Arabia.

Health and Safety

During 1994 An Bord Altranais issued its Safety Statement in accordance with the Safety, Health and Welfare at Work Act, 1989.

The statement, which was prepared by a consultative group comprising management and staff representatives, deals with a broad range of issues and is designed to ensure the safety and welfare of those who work in or visit An Bord's premises.

The consultative group meets at regular intervals to review issues and a revised Safety Statement will be issued annually.

Registration

15

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.

By the end of 1994, there were 48,945 registered nurses with 71,316 qualifications in the following disciplines.

Registered Nurses					
Discipline	Female	Male	Active	Inactive	All
General	39,140	830	33,344	6,626	39,970
Psychiatric	6,243	2,993	8,137	1,099	9,236
Sick Children's	3,086	5	2,593	498	3,091
Mental Handicap	2,536	278	2,464	350	2,814
Midwifery	13,587	5	11,586	2,006	13,592
Public Health	1,717	-	1,564	153	1,717
Tutor	235	60	260	35	295
Other	573	28	452	149	601
Total	67,117	4,199	60,400	10,916	71,316

Number of Newly Registered Qualifications				
Qualification	Place of Training			Total
	Ireland	EU*	Other	
General	1,049	610	63	1,722
Psychiatric	91	-	71	162
Sick Children's	91	-	12	103
Mental Handicap	131	-	19	150
Midwifery	214	91	-	305
Public Health	39	-	8	47
Tutor	3	-	10	13
Total	1,618	701	183	2,505

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

Of the 2,505 qualifications registered, 1,954 were first time registrations.

Registration

16

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 1994, this file comprised 7,712 nurses.

In 1994 the An Bord undertook a review of the status of nurses who were entered on the Inactive File in 1991.

Candidate Register

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

Register Update

Section 27 of the Nurses Act, 1985 requires An Bord Altranais to maintain a register of nurses and to take such steps as it considers necessary from time to time to ensure that the names and addresses of persons registered in the register are accurate.

The Act also makes it an offence to improperly use the title *nurse* or *midwife* if the person is not registered in the register of nurses.

Co-operation with employers on the reconciliation of the Register continued during 1994.

Verifications		
Country	1994	1993
United Kingdom	649	440
Other European Countries	10	11
Australia	262	173
USA	30	23
Canada	2	6
Others	47	31
Total	1,000	684

Inactive File		
Reason	1994	1993
Retired	1,384	1,188
Unemployed	814	798
Career Break/Leave of Absence	792	729
Working Abroad	3,463	3,270
Other	1,259	1,064
Total	7,712	7,049

Number of Student Nurses Commencing Training		
Discipline	1994	1993
General	1,043	1,043
Midwifery	220	220
Psychiatric	70	101
Sick Children's	105	98
Mental Handicap	106	128
Total	1,544	1,590

Appendix 1

Schools of Nursing/ Midwifery Approved at 31st December 1994

General

Adelaide Hospital, Dublin
Beaumont Hospital, Dublin
Bon Secours Hospital, Cork
Cork University Hospital
Cork Voluntary Hospitals
James Connolly Memorial
Hospital, Dublin
Letterkenny General Hospital
Limerick School of Nursing
Mater Misericordiae Hospital,
Dublin
Meath Hospital, Dublin
International Missionary
Training Hospital, Drogheda
Portiuncula Hospital, Ballinasloe
St James's Hospital, Dublin
St Michael's Hospital, Dun
Laoghaire
St Vincents Hospital, Elm Park
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 Joseph's Hospital, Dublin
St Vincent's Centre, Lisnagry
St Mary's, Drumcar
St Ita's Hospital, Portrane
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 Patrick's Hospital, Dublin
St Vincent's Hospital, Dublin 3
St John of God Hospital,
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 1994

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

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

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*

Appendix 2

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

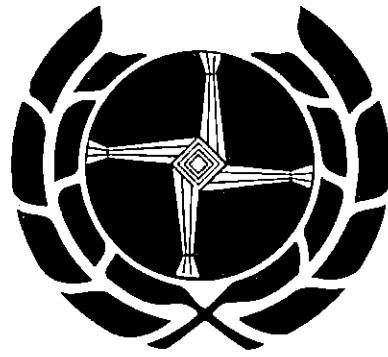
Healthcare Information

Systems

Dublin Institute of Technology

Legal Aspects of Nursing

Dublin Institute of Technology



An Bord Altranais

Auditor's Report and Financial Statements for 1994

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

Auditor's Report and Financial Statements for 1994

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 Income and Expenditure Accounts
8	Auditor's Report

Auditor's Certificate

I have audited the accounts of An Bord Altranais as set out on 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 account 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 1994 and its results and cash flow statement for the year then ended.



A P Doherty
Local Government Auditor

2nd June 1995

Income and Expenditure Account

For Year Ended 31st December 1994

1

		1994 IR£		1993 IR£
Income				
Annual Retention Fee	Note 6	1,195,110		1,165,344
Registration Fee		167,057		166,692
Verification Fee		29,807		26,514
Candidate Register Fee		21,063		20,918
Examination Fee		166,614		162,327
Courses and Conferences		20,513		6,027
Overseas Students		31,600		46,766
Library and Publications		8,701		6,570
Superannuation Contributions	Note 7	42,676		61,247
Distance Education		7,039		-
Other Income		28,723		33,910
Total Income		1,718,903		1,696,315
Expenditure				
Accommodation Costs	Schedule 1	107,212		114,654
Staff Costs	Note 8	655,860		646,783
Other Administration Costs	Schedule 2	316,357		294,699
Examinations		62,997		60,615
Courses and Conferences		49,787		25,700
Overseas Students		13,872		27,590
Fitness to Practise		56,843		88,853
Library		15,899		17,368
Newsletter		62,422		55,140
Research Scholarships		7,000		2,178
Projects	Schedule 3	94,652	Note 3	93,389
Depreciation		47,507		30,472
Total Expenditure		1,490,408		1,457,441
Surplus on Ordinary Activities		228,495		238,874
Exceptional Item – Inactive File Refunds	Note 6	(46,300)		-
Surplus for the Year		182,195		238,874

Statement of Movement in Accumulated Reserves

		1994 IR£		1993 IR£
At 1st. January		59,972		(148,902)
Surplus for the Year		182,195		238,874
Transfer to Reserves	Note 6	-		(30,000)
At 31st. December		242,167		59,972

Ita O'Dwyer
Ita O'Dwyer
President

Eugene Donoghue
Eugene Donoghue
Chief Executive Officer

The accompanying notes are an integral part of these accounts

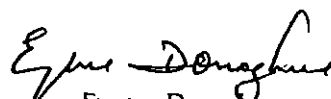
Balance Sheet

At 31st December 1994

2

		1994		1993	
		IR£	IR£	IR£	IR£
Fixed Assets	Note 1		1,075,531		1,102,587
Current Assets					
Debtors and Prepayments		118,059		98,387	
Cash at bank and in Hand		170,191		10,901	
Stock		13,065		16,519	
		<u>301,315</u>		<u>125,807</u>	
Current Liabilities					
Amounts falling due within one year	Note 2(a)	(424,821)		(437,363)	
Net Current Liabilities			(123,506)		(311,556)
Non-Current Liabilities					
Amounts falling due after one year	Note 2(b)		(540,354)		(561,555)
			<u>411,671</u>		<u>229,476</u>
Represented By					
Accumulated Fund		242,167		59,972	
General Reserve		139,504		139,504	
Refund Reserve	Note 6	30,000		30,000	
			<u>411,671</u>		<u>229,476</u>


Ita O'Dwyer
President


Eugene Donoghue
Chief Executive Officer

The accompanying notes are an integral part of these accounts

Cash Flow Statement

For Year Ended 31st December 1994

	1994 IR£	1993 IR£
Net cash Inflow from Ordinary Activities	180,835	205,041
Investing Activities		
Payments to acquire fixed assets	(20,451)	(849,645)
Mortgage Finance used to acquire fixed assets	—	600,000
Net Cash Inflow (Outflow)	<u>160,384</u>	<u>(44,604)</u>
Increase (Decrease) in Cash & Equivalents	<u>160,384</u>	<u>(44,604)</u>

Notes to Cash Flow Statement

	1994 IR£	1993 IR£
1. Reconciliation of Operating Surplus to Net Cash Inflow		
Operating Surplus	182,195	238,874
Mortgage Finance to acquire fixed assets	—	(600,000)
Depreciation Charge	47,507	30,472
Decrease in Stocks	3,454	2,160
(Increase) / Decrease in Debtors	(19,672)	(43,698)
Increase / (Decrease) in Creditors	(32,649)	577,233
Net Cash Inflow	<u>180,835</u>	<u>205,041</u>

2. Analysis of Changes in Cash and Cash Equivalents During Year		
Balances at 1st. January	(3,712)	40,892
Net Cash Inflow	<u>160,384</u>	<u>(44,604)</u>
Balance at 31st. December	<u>156,672</u>	<u>(3,712)</u>

	1994 IR£	1993 IR£	Change IR£
3. Analysis of Cash and Cash Equivalents Shown in Balance Sheet			
Cash at Bank and In Hand	170,191	10,901	159,290
Bank Overdraft	(13,519)	(14,613)	1,094
Total	<u>156,672</u>	<u>(3,712)</u>	<u>160,384</u>

Ita O'Dwyer
Ita O'Dwyer
President

Eugene Donoghue
Eugene Donoghue
Chief Executive Officer

Accounting Policies

4

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. Cash Flow Statement

The Cash Flow Statement for 1994 has been prepared in accordance with Financial Reporting Standard 1. The Statement of Source and Application of Funds for 1993, prepared in accordance with Statement of Standard Accounting Practice 10 (which has been superseded by FRS 1) has been re-stated accordingly.

3. Fixed Assets – Depreciation

Depreciation is provided 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.

4. Leased Assets

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

5. Stock

This consists of badges stock and is valued at cost.

6. Library

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

7. Fees Receivable

Fees, other than Annual Retention Fees are taken into income as received. Annual Retention Fees includes fees in respect of 1994 received by 31st. January 1995.

Notes to Financial Statements

At 31st December 1994

5

	Premises IR£	Equipment & Fittings IR£	Computer Equipment IR£	Total IR£
1. Fixed Assets				
(a) Total Fixed Assets				
Cost or Valuation				
At 1st. January 1994	982,686	276,214	302,597	1,561,497
Additions	–	9,482	10,969	20,451
At 31st. December 1994	<u>982,686</u>	<u>285,696</u>	<u>313,566</u>	<u>1,581,948</u>
Accumulated Depreciation				
At 1st. January 1994	51,001	149,076	258,833	458,910
Charge for Year	18,633	3,416	25,458	47,507
At 31st. December 1994	<u>69,634</u>	<u>152,492</u>	<u>284,291</u>	<u>506,417</u>
Net Cost At 31st December 1994	<u>913,052</u>	<u>133,204</u>	<u>29,275</u>	<u>1,075,531</u>
Net Cost At 31st December 1993	<u>931,685</u>	<u>127,138</u>	<u>43,764</u>	<u>1,102,587</u>

(b) Investment in Leased Assets

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

	Computer Equipment IR£
Gross Amounts	174,675
Accumulated Depreciation	(171,721)
Net Cost	<u>2,954</u>

	1994 IR£	1993 IR£
--	-------------	-------------

2. Creditors

(a) Amounts falling due within one year

Trade Creditors and Accruals	221,802	194,225
Bank Overdraft	13,519	14,613
Department of Health Loan	–	40,000
Bank of Ireland Mortgage	40,000	40,000
Obligations under Finance Leases	1,031	834
Fees Received in Advance	148,469	147,691
	<u>424,821</u>	<u>437,363</u>

(b) Amounts falling due after one year

Bank of Ireland Mortgage	536,498	556,667
Obligations under Finance Leases	3,856	4,888
	<u>540,354</u>	<u>561,555</u>

Notes to Financial Statements

6

3. Projects

Library, Newsletter and Research Scholarship expenditure were previously shown in Schedule 3 to the the Accounts. From 1994 onwards these items are shown in the Income and Expenditure Account. The positioning of Expenditure for 1993 has been amended accordingly.

4. Bank Borrowings

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

5. Freehold Premises

An Bord purchased the freehold title to 31/32 Fitzwilliam Square on 19th. November 1993, having previously occupied the premises under lease. The purchase consideration was added to the value of the lease at date of purchase.

6. 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 to be 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 1994 refunds were made to nurses who were on the Inactive File by virtue of being; Retired, Unemployed or on Career Breaks and therefore were not in a position to avail of the credit facility. The total refunded was £46,300.

The transfer of £30,000 to Reserves during 1993 was to reflect the situation which will arise in 1996, when nurses on the Inactive File, who have not been in a position to avail of the credit facility will be refunded.

7. 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 1994 include £6,837 from previous employers of a pensioner, related to periods of service with these employers. The 1993 total includes £27,831 from previous employers.

8. Staff Costs

Staff Costs include £52,169 paid as retirement pensions to four former staff members. Payments of £51,415 were made to these pensioners during 1993.

Schedules to Income and Expenditure Accounts

For Year Ended 31st December 1994

	1994 IR £	1993 IR £
1. Accommodation Costs		
Rent	—	61,060
Mortgage Interest	53,426	2,553
Cleaning	14,029	15,468
Insurance	7,087	6,372
Light and Heat	11,967	12,337
Repairs and Maintenance	20,703	16,864
Total	107,212	114,654
2. Other Administration Costs		
Travel and Subsistence	58,051	43,909
Telephone and Telex	26,219	26,080
Postage	67,677	62,671
Printing and Stationery	59,121	58,538
Staff Training and Recruitment	6,225	9,127
Professional Fees	7,895	6,527
Legal Fees	15,557	9,151
Bank Interest and Charges	10,030	13,428
Leasing Interest	865	812
Computer	54,443	54,582
Miscellaneous	10,274	9,874
Total	316,357	294,699
3. Projects		
Education Review	24,652	73,339
Video Production	—	20,050
Continuing Education Joint Venture	20,000	—
Dublin City University Project	50,000	—
Total	94,652	93,389

7

Auditor's Report

8

I have audited the accounts of An Bord Altranais for the year ended 31st December 1994. The accounts have been prepared in accordance with the requirements of Section 21(1) of the Nurses Act, 1985.

Financial Situation

The surplus of £182,195 for 1994 continues the favourable trend started in 1989 and resulted in an accumulated surplus of £411,671 as at 31st December 1994.

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.



A P Doherty
Local Government Auditor

2nd June 1995