Annual Report 2004

Auditor's Report and Financial Statements
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It is my great pleasure to present the 2004 Annual Report of the activities of An Bord Altranais, including a Financial Report, to both Houses of the Oireachtas, to the professions of nursing and midwifery and to the public.

The structure of the health sector in Ireland is undergoing profound and well publicised changes. The structural changes do not significantly impact on the activities of An Bord Altranais but the Board is committed to supporting the change process and contributing where the changes impact on the responsibilities and activities of the Board. Within the profession I am pleased to report that An Bord Altranais continued to play a central and vital role in ensuring that the highest standards in education and practice were maintained.

I am pleased to report that the Board are founding members of a new organisation called the European Federation of Nursing Professionals (F.E.P.I.) which is based in Brussels. This body will represent the interests of competent nursing authorities throughout the European Union and it will seek to promote high standards of education, training and practice among nurses. There are major challenges facing the profession within proposed new EU Directives and this organisation will ensure that the concerns of the European nursing regulatory authorities are addressed appropriately to the European Union.

During 2004 An Bord Altranais made Rules changing the titles of the Sick Children’s and Mental Handicap Divisions of the Register of Nurses. Nurses registered as Registered Sick Children’s Nurses (RSCN) are now known as Registered Children’s Nurses (RCN) and nurses registered as Registered Mental Handicap Nurses (RMHN) are now known as Registered Nurses Intellectual Disability (RNID). The titles were changed following a wide consultation exercise to ensure that the titles reflect the professional status of each division.

I am pleased to report that the Board held two public Board meetings during the year, one in Letterkenny and one in Cork. There was a good attendance from the profession at both meetings. It is important that the profession has an opportunity to see the workings of the Board at first hand and gain an understanding of the nature of the work the Board does on their behalf on a day to day basis.

The Board published a number of documents including its strategic plan and revised editions of a number of the previously published Requirements and Standards documents. I am pleased to report that An Bord Altranais also launched an e-learning programme to support nurses and midwives in determining their scope of practice.

The statutory Fitness to Practise Committee meets on a regular basis to administer an ever increasing number of applications for inquiry into the fitness to practise of nurses and midwives. I am pleased to report that the Board has now approved a policy document which allows the findings of an Inquiry and the sanctions imposed to be published in certain circumstances. Prior to this all decisions were confidential. A detailed report on the Fitness to Practise function is contained elsewhere in this report.

I am reporting a deficit of almost €0.8m in the Income and Expenditure account for 2004. This was planned and is due to the fact that the Board was carrying a significant surplus from previous years. I am pleased generally with the finances of the Board, the continued investment in educational projects and in the general administration of the Boards activities.

I wish to confirm that An Bord Altranais is complying with the Code of Practice for the Governance of State Bodies. The Board has adopted an Internal Audit Charter and Terms of Reference for the Audit Committee, which was established in 2004. The Board completed a tender process and appointed an Internal Auditor in 2005. In accordance with the Code of Practice I wish to confirm that:

- All appropriate procedures for financial reporting, internal audit, procurement and assets’ disposals are being carried out;
- A statement on the system of internal financial control is included with the financial statements in this report;
- Codes of Business Conduct for Board members and employees have been put in place and adhered to;
- Government policy on the pay of the Chief Executives Officer and all officers of the Board is being complied with;
- An Bord Altranais does not pay fees to Board members but does reimburse travel expenses in accordance with public sector guidelines;
- There are no significant post balance sheet events to report;
- The Guidelines for the Appraisal and Management of Capital Expenditure Proposals are being complied with;
- The Boards obligations under taxation laws are being complied with.

I acknowledge our close working relationship with the Department of Health and Children and in particular the Nursing Policy Division. I appreciate the co-operation and assistance we received from The National Council for the Professional Development of
Nursing and Midwifery, Health Boards, Voluntary Hospitals, Nurse Planning and Midwifery Development Units, Nursing Homes and the Higher Education Institutions.

I wish to thank all of my fellow Board members for their commitment during the past year and in particular for their involvement in Board Committees. I would like to thank the Chief Executive Officer and his staff for their work in administering the affairs of the Board.

Anne Carrigy
President of An Bord Altranais
An Bord Altranais Report of the Year 2004

Education and Training
The general concern of An Bord Altranais is the promotion of high standards of professional education, training and professional conduct among nurses and midwives thus ensuring the protection of the public. The introduction of a registration/degree programme of professional preparation for the general, psychiatric and mental handicap divisions of the Register of Nurses from 2002 enhances the commitment of An Bord Altranais to being proactive, guiding, supportive and responsive to the changing educational structures and processes that support the pre-registration degree in nursing. An Bord Altranais also embraced opportunities to develop, extend and strengthen the principle of partnership with all parties involved in the educational experience while maintaining its statutory independence in conducting on-site visits to the Higher Education Institutions and the linked health care services. The concern of An Bord Altranais in the protection of the public acknowledges the issue of quality in education, actual practice of nurses and midwives and the need for practice to be grounded in appropriate current evidence.

In keeping with its responsibility for protecting the public through the promotion of high standards of professional education, training, practice and professional conduct among nurses and midwives, the Board is committed to the effectiveness and efficiency of the accreditation processes. The Board is charged with establishing the professional standards and credentialing of education for pre-registration and post-registration nurse and midwifery education. The Board through its quality of education framework continued its monitoring and evaluation role of standards in practice for the education and training of nurses and midwives throughout 2004. An Bord Altranais operationalises this process through rules under the Nurses Act, 1985 setting standards to be adhered to in the education and training of nurses and in their continuing education as registered nurses. The rules provide for the approval of Higher Education Institutions and of hospitals and health care 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:

Site visits to healthcare institutions and linked third level institutions

Under Section 34 of the Nurses Act, 1985 the Board is required to satisfy itself as to the adequacy and suitability of hospitals and institutions for nurse education and training at least once every five years. On-site visits to Higher Education Institutions and healthcare institutions are required as a component of determining “the suitability of third level institutions and health care institutions in respect of educational programmes leading to registration” (Requirements and Standards for Nurse Registration Education Programmes, November 2000).

The focus of the site visit through a partnership approach is to

- Assess that all statutory and regulatory requirements of An Bord Altranais and the European Directives are met.
- Assess the effectiveness and efficiency of the curriculum structures, processes and outcomes.
- Assess the quality and appropriateness of the educational experiences.

Site visits were conducted at the following:

- Galway-Mayo Institute of Technology
- Western Health Board General and Psychiatric Nursing Services
- Athlone Institute of Technology
- Midland Health Board General Nursing Services
- Dublin City University
- Northern Area Health Board Nursing Services
- University of Limerick
- Midwestern Health Board General, Psychiatric, and Intellectual Disability and Maternity Services

**Amendment to the Requirements and Standards for Nurse Registration Education Programmes**

In October 2004 An Bord Altranais published an Amendment to the Requirements and Standards for Nurse Registration Education Programmes, 2000. The amendment will facilitate optimal clinical learning experiences to enable nursing students achieve clinical competence on graduation and registration. The amendment introduces greater flexibility into the allocation of clinical placements to ensure that all students experience specialist clinical placements in a supernumerary capacity. All theory, supernumerary core placements and the specialist placements must be completed prior to students undertaking the final continuous placement of 36 weeks internship, which consolidates the completed theoretical learning and supports the achievement of clinical competence.
within the learning environment.

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

Post-Registration Category I Courses
Post Registration Category I courses include in-service training/education, seminars, study days, conferences and refresher courses considered by the Chief Education Officer to contribute to the practice, education and management of nursing and midwifery. In 2004 An Bord Altranais approved 277 Post-Registration Category I courses.

Post-Registration Category II Courses
Post-Registration Category II courses are specialist courses and excludes those courses leading to registration. These courses are considered by the Education and Training Committee and approval is granted if programmes meet the criteria of the Education and Training Committee. The following Post-Registration Category II courses were approved in 2004:

Royal College of Surgeons in Ireland - Higher Diploma in Nursing
- Accident and Emergency Nursing
- Coronary Care Nursing
- Ear, Nose and Throat Nursing (ENT Nursing)
- Gerontological Nursing
- Intensive Care Nursing
- Neonatal Intensive Care Nursing
- Neuroscience Nursing
- Operating Department Nursing
- Ophthalmic Nursing
- Orthopaedic Nursing

Trinity College Dublin
- MSc in Nursing
- MSc in Gerontological Nursing
- MSc in Nursing (Emergency Nurse Practitioner Strand)
- MSc in Midwifery
- Bachelor in Nursing Studies Programme
- Postgraduate Diploma in Nursing (Haematological Nursing)

Postgraduate Diploma in Specialist Nursing –
- Intensive & Coronary Care
- A&E
- Theatre
- Renal
- Orthopaedic
- Paediatric Accident & Emergency
- Care of Persons with Severe and Enduring Mental Illness
- Dementia Care for Persons with Intellectual Disability
- Promoting Enablement in Persons with a Physical Disability
- Oncological Nursing

Access to Degree Programme

University College Cork - Higher Diploma in Nursing
- Cardiac & Intensive Care/Accident & Emergency Nursing
- Gerontological Nursing
- Neonatology Nursing
- Perioperative Nursing
- Psychiatric Nursing

University College Dublin
- Higher Diploma in Nursing Studies (Public Health Nursing)

Dublin City University
- Proposed Graduate Diploma/MSc in
  - Urological Nursing
  - Oncology Nursing
  - Gerontology Nursing

“The most important practical lesson that can be given to nurses is to teach them what to observe”

Florence Nightingale
Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products Project

The Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products Project which commenced in September 2001 has continued to examine the future expanded role of the nurse and midwife in medication management. The Steering Committee met on four occasions during the year.

The pilot site study entitled ‘An evaluation of the effectiveness of nurses and midwives collaboratively prescribing using medication protocols’ began its implementation phase in November 2004 after clarification was obtained from the Department of Health and Children regarding the legal framework to support the study. Seventeen nurses and midwives from nine sites participated in the 3 month pilot, due to conclude in March 2005.

The Needs Assessment for Nurse and Midwife Prescribing survey was conducted during this past summer with 3000 nurses and midwives randomly sampled from the Register. A response rate of 35% was obtained. The objectives of the survey were:

- To determine which models of prescribing are needed by nurses and midwives
- To identify which nurses and midwives need these prescribing models
- To identify the practice settings in which the prescribing models are needed
- To outline what nurses and midwives perceive to be the main benefits of the prescribing models
- To highlight the resources needed by nurses and midwives for implementation of the prescribing models
- To explain why some nurses and midwives do not want to prescribe
- To determine which categories of medications nurses and midwives would need to prescribe

An Exploration of Need survey has been developed to ascertain the views of key stakeholders on the need for prescriptive authority for nurses and midwives. The organisations and agencies selected to participate represent the views of patients, the general public, medical and pharmacy professions and health care management including representative organisations of the Steering Committee. The survey will be distributed in January 2005.

A progress report of the project was published in December 2004 providing a comprehensive summary of progress to date and an outline of proposed concluding activities. The report was distributed widely and was printed in the winter 2004 newsletter. It was also available on the board’s website.

- Nursing Intellectual Disability & Mental Health
- Nursing Intellectual Disability (Multiple and Complex Needs)

Dundalk Institute of Technology & Health Service Providers - Graduate Diploma Programmes

General Nursing (Older Person)
Intellectual Disability Nursing (Challenging Behaviour)
Mental Health Nursing (Adult)
Orthopaedic Nursing

Letterkenny Institute of Technology Dec 2004

Higher Diploma in Science in General Nursing (Care of the Older Person)

Oscail: National Distance Education Centre, Dublin

Bachelor of Nursing Studies

National University of Ireland Galway

Higher Diploma in Nursing Studies (Intensive Care)
Higher Diploma in Nursing Studies (Gerontology)

Return to Nursing Practice Course

The Return to Nursing Practice Course is organised by healthcare institutions for nurses returning to work following an absence from practice. Four Return to Nursing Practice courses were submitted for approval in 2004.

Return to Midwifery Practice

Return to Midwifery Practice Courses are organised for midwives from outside Ireland who need to undertake the course as a prerequisite to registration as a midwife and midwives returning to midwifery practice following an absence of five years or more.

Title Changes to Division of the Register

Two groups within the Department of Health and Children, the National Paediatric Forum and the National Intellectual Disability Nursing Forum, examined the possibility of a title change for the Registered Sick Children’s Nurse (RSCN) and Registered Mental Handicap Nurse (RMHN) Divisions of the Register. Discussion papers were submitted by each group to An Bord Altranais for consideration. Two questionnaires were developed and distributed to ten percent of nurses from both divisions and to relevant stakeholders in order to ascertain their views. In relation to the title change of Registered Sick Children’s Nurse (RSCN) the preferred title change identified was Registered Children’s Nurse (RCN), and Registered Nurse Intellectual Disability (RNID) for Registered Mental Handicap Nurse (RMHN). These name changes were approved by the Board.
Throughout the year the Project Team have presented at numerous healthcare conferences and meetings to provide an overview of the progress of the review and associated topics of medication management and prescribing.

Five Points of Entry

The Five Points of Entry project which was established to examine the rationale for, and impact of maintaining five points of entry to the Register was established in 2003. Phase 1 which involved an extensive review of the international literature related to the education and training of nurses (General, Psychiatric, Mental Handicap, Sick Children’s and Midwifery) was completed in 2003.

The aim of phase two is to explore the perceptions of all relevant key-stakeholders in relation to the rationale for and impact of maintaining the five points of entry to registration. This exploration will be informed by the literature review completed in phase one of the study.

In 2004 the School of Nursing and Midwifery Studies in University College Dublin were commissioned, by tender, to carry out phase 2 of the project. The Terms of Reference for Phase 2 are to:

• Conduct extensive informed consultation with the profession and key stakeholders, including consumers, taking account of geographic considerations.
• Explore demographic trends for future nursing and midwifery manpower and future health needs.
• Explore through needs analysis the required points of access to the Register of Nurses.
• Produce a final report with recommendations.

The final report will be published in Autumn 2005.

Framework of Qualifications for Nurses and Midwives

In 2003 An Bord Altranais commenced a reform of the approval mechanisms for post-registration education and established consultation with key stakeholders to develop a framework for qualifications for nurses and midwives within the National Framework of Qualifications (National Qualifications Authority of Ireland). A steering committee was established and Dr. Mary Hodson, was appointed Project Officer to co-ordinate the project. In 2004 a number of consultation meetings were held with relevant stakeholders. An information seminar was held on 16 June 2004. As part of the project six pilot sites were identified to

• reference all nursing and midwifery educational/training awards against the National Framework of Qualifications
• facilitate communication in the local contexts with regard to the National Framework of Qualifications,
• evaluate the effectiveness of the referencing tools.

It is anticipated that the project will be completed in Autumn 2005.

Conferences and Seminars 2004

A conference, entitled Enhancing Ethical Practice in Nursing and Midwifery, was held on 22 June 2004 in the Tullamore Court Hotel, Co. Offaly. The aim of the conference was to provide a forum for all nurses and midwives to consider and discuss ethical issues in nursing and midwifery practice in Ireland. Over 160 nurses attended the conference.

Library

The following services continued to be provided:

• British Nursing Index (BNI) and CINAHL databases on CD-ROM plus online access to the Cochrane Library and PubMed.
• Reference services for nurses and midwives studying, practising or seeking information for interview preparation.
• Document supply via the British Library and the Irish Healthcare Library network to staff, students and bodies such as the National Council for the Professional Development of Nursing and Midwifery.

“The Board protects the public through the promotion of high standards of professional education and training”

Anne-Marie Ryan, An Bord Altranais
Scope of Practice eLearning Programme
In December 2004 An Bord Altranais launched the Scope of Practice eLearning programme. The aim of the programme is to assist nurses and midwives in working through everyday queries and concerns that affect their practice. This eLearning programme has been specifically designed to explain many of the important concepts that underpin the Scope of Practice framework. The programme is available on the Board's website www.nursingboard.ie.

Education Department Enquiries Database
In 2004 the Education Department established an Enquiries Database. Effectively the establishment of the database means that a record of enquiries made to the department will be entered onto a database and held on computer. Understanding the concerns of nurses and midwives and responding to those concerns is a priority of the Education Department. The purpose of the database is to enable the Chief Education Officer to review and monitor data on sources and type of enquiries made to the department. This will ensure continuous quality improvement and advancement of the work of the department, responding to issues of concern and interest to members of the nursing and midwifery profession and members of the public. The database has been developed in line with the key responsibilities outlined in the Data Protection Acts, 1988 and 2003 and Freedom of Information Acts, 1997 and 2001.

THE NURSING CAREERS CENTRE
The Nursing Careers Centre (NCC), was set up under the management of An Bord Altranais in November 1998. Its main functions relate to:

1. Assessment of Mature Code Applicants to Nursing
2. Promotion and Marketing of Nursing as a Career
3. Provision of Information to Registered Nurses and Midwives

In carrying out its functions, the NCC continues to work closely with a number of key stakeholders, including: Department of Health and Children; the Healthcare Sector; the Public Appointments Service (PAS); the Central Applications Office (CAO); the Higher Education Institutions (HEIs); the Institute of Guidance Counsellors (IGC); the Nursing Promotion and Marketing Liaison Group as set up by the NCC, and others from time to time.

The NCC carries out its work in an open and transparent manner, with efficient and clear communication as its keynotes, and with due cognisance to the principle of cost effectiveness.

The NCC communicates with the key stakeholders in reviewing its processes.

Applications to Nursing
The number of applications to nursing in 2004 was high, with a total of 8,642 applicants for 1,640 places.

Total Nursing Applications: 8,642
Total Mature Nursing Applications: 1,723 (of these, 1,662 were valid)
Total Standard Nursing Applications: 7,172
General Nursing Applications: 7,171
Psychiatric Nursing Applications: 3,525
Intellectual Disability Nursing Applications: 2,359

Overview of Gender 2004

<table>
<thead>
<tr>
<th>Applicants</th>
<th>Male</th>
<th>Female</th>
<th>%Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>1,118</td>
<td>7,524</td>
<td>13%</td>
</tr>
<tr>
<td>Mature</td>
<td>336</td>
<td>1,326</td>
<td>20%</td>
</tr>
<tr>
<td>General</td>
<td>715</td>
<td>6,456</td>
<td>10%</td>
</tr>
<tr>
<td>Psychiatric</td>
<td>632</td>
<td>2,893</td>
<td>18%</td>
</tr>
<tr>
<td>Intellectual Disability</td>
<td>248</td>
<td>2,111</td>
<td>11%</td>
</tr>
</tbody>
</table>

(Statistics courtesy of the CAO & NCC)

Mature Code Applicants
Mature code applicants remained high, with 1,662 valid applications.

Of the 1,662 mature code applicants who were called for written assessment, 941 were successful and called for interview and 764 were successful at interview.

There was a quota of places for mature code applicants: 15% of places in general nursing; 35% in psychiatric nursing; and 35% in intellectual disability nursing.

Promotion and Marketing of Nursing as a Career
Since its inception, the NCC has carried out a major campaign in the whole area of promotion and marketing of nursing, including:

- The production and dissemination of high quality promotional materials; including: Stands, Posters, and Publications
- The development of an active NCC website
- Effective liaison with key stakeholders in the HEIs
and healthcare system, including meetings to address many policy issues

- Effective communication with Guidance Counsellors
- Participation at Conferences, including: Higher Options Conference; IGC Conference; CAO Annual Conference and FAS Opportunities Conference
- The development and implementation of media strategies including a major Newspaper and Radio publicity campaign.

The NCC pursued an active promotion and marketing campaign in 2004.

Provision of Information to Registered Nurses and Midwives

In 2004, two editions of Nursing/Midwifery: Career Development Post-Registration Courses were published. This publication outlines the various post-registration education opportunities for registered nurses and midwives.

It comprises a number of sections, including:

Courses Leading to an Additional Registration
Courses with An Bord Altranais Approval (Category 2)
Return to Practice Courses for Nurses and Midwives
Financing of Courses
Contact Details for All Relevant Organisations.

An abridged leaflet version of the publication is also available for use as part of the Promotional Strategy.

CAREERS WEBSITE

www.nursingcareers.ie

The NCC website continued to get a high number of hits throughout 2004. This website is of interest to the school-leaver, the mature person considering career options, or the registered nurse/midwife deciding to pursue further education.

The website contains a number of sections

Becoming a Nurse
This section deals with the pre-registration four-year degree courses in intellectual disability nursing, psychiatric nursing, and general nursing, and interests the person considering entering into the nursing profession.

Further Education
This section is of benefit to the registered nurse or midwife interested in pursuing further education.

Publications
This section contains a list of relevant publications. An Bord Altranais publications are contained in PDF format and may be viewed in full or downloaded.

Links
This section contains details of all relevant organisations, including, healthcare agencies, higher education institutions, nursing and midwifery planning and development units, national organisations.

The name, address, and telephone number are included. Also included is the website address and a link can be made directly to each site.

Events
This section contains relevant conferences, seminars, etc.

This particular section has proved very popular and at times over 80 events were posted.

Contact Us
By clicking on this section it shows contact details of the NCC. By clicking on the email, a message can be sent directly to the NCC.

AAA/Bobby
This is granted to websites that comply with recommendations in relation to usage by persons with a disability, and it has been achieved by the NCC website.

Responding to Enquiries
To carry out its work in an efficient manner the NCC needs to maintain positive communication with a wide cross section of persons and groups. During ‘peak season’ there is an average of one hundred queries per day to the NCC. The NCC sets as its standard to be a ‘one-stop-shop’ in handling queries regarding a career in nursing, aiming to respond to 95% plus of queries in an effective and courteous manner within a twenty-four hour period.

“Caring is the essence of nursing.”

Leninger
An Bord Altranais Report of the Year 2004

Administration
The decrease in Income of €465,743 from 2003 to 2004 is mainly due to three factors, which are once off in nature:

- Once off reduction in Income received in 2004 from the Department of Health and Children relating to the Nursing Career Centre which followed a review of activity.
- Once off Superannuation contributions were received in 2003 from other pension schemes relating to the transfer of service of Board staff to the Board’s scheme.
- The 2003 Retention Fee income included significant arrears collected from nurses who regularised their position following the decision to erase nurses for non-payment of fees.

The increase in Expenditure of €571,673 can primarily be attributed to the following:

- Staff costs increased by over €261,015 and this was mainly due to the payment of Benchmarking and Sustaining Progress payments and the impact of the recruitment of staff.
- Fitness to Practise costs increased by €163,644 in 2004. This is primarily due to a large increase in the number of Inquiries held in 2004.
- Administration costs increased by €142,062 in 2004 over 2003. This is due to increased costs associated with Fitness to Practise Inquiries, increased Postage costs and increased Professional Fees.
- The cost of producing the Newsletter increased by almost €29,282 due to increases in Printing and Distribution costs.

The Board's property was revalued at €7.25m in 2004 and this is reflected in the Balance Sheet. The value of cash and cash equivalents has increased by €785,384 during 2004.

Phone Service for payment of Retention Fees

The Board introduced a LoCall phone service in November 2004 to enable nurses and midwives pay their Annual Retention Fee by credit card or laser card. The service is operating 24 hours a day, 7 days a week and has proved successful and popular with the profession.

Internet

The Boards commenced a tendering process to appoint a company to assist the Board in project to revamp its website www.nursingboard.ie. The current website contains a comprehensive range of documents including published guidance documents, annual reports and newsletters but it is felt that style and structure are outdated. It is also intended to start delivering some services via the website when the new site is active.

Partnership

The partnership committee established in An Bord Altranais in 2000 continues to flourish. The committee was set up under the auspices of the Health Service National Partnership Forum and comprises representatives of management, staff and both unions in the organisation, IMPACT and the INO. The partnership committee undertook a number of initiatives during 2004 including the production of a revised staff handbook.

Health and Safety

As with previous years An Bord Altranais is continuing its efforts to ensure the safety, health and welfare of its employees and visitors to the organisation. The in-house Partnership Group oversees health and safety issues.

Public Board Meetings

The Board continued its commitment to hold two of its Board Meetings in public on an annual basis. In 2004 public meetings were held in Cork in June and Letterkenny in September. There was a good attendance from the nursing profession at both meetings.

Prompt Payment of Account Act, 1997

An Bord Altranais has been prompt in the payment of its creditor accounts and the requirements of the Act do not pose any problem for the Board. The Board is complying with the provisions of the Act and there is a system in place, which provides for a regular review of all accounts to ensure that payment is neither overlooked nor unnecessarily delayed.
Staff Changes

There was a number of staff both joining and leaving the Board in 2004. The Board would like to wish the staff that joined a fulfilling and enjoyable career in An Bord Altranais and the Board would like to thank the staff who left to pursue other opportunities for their commitment and service to the Board and to wish them every success in their future careers.

“Let whoever is in charge keep this simple question in her head - (not, how can I always do this right thing myself, but) how can I provide for the right thing to be always done?”

Florence Nightingale
The Register of Nurses is maintained by An Bord Altranais in accordance with both the provisions of the Nurses Act, 1985, and the provisions of Rules made in accordance with the Act.

Statistics

Nurses Registered:

<table>
<thead>
<tr>
<th>DATE</th>
<th>FEMALE</th>
<th>MALE</th>
<th>ACTIVE</th>
<th>INACTIVE</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>31st December, 2003</td>
<td>68,031</td>
<td>5,665</td>
<td>58,981</td>
<td>14,715</td>
<td>73,696</td>
</tr>
<tr>
<td>31st December, 2004</td>
<td>70,231</td>
<td>5,814</td>
<td>60,774</td>
<td>15,271</td>
<td>76,045</td>
</tr>
</tbody>
</table>

Qualifications Registered as at 31st December, 2004:

A nurse may be registered in more than one division of the Register of Nurses.

<table>
<thead>
<tr>
<th>DISCIPLINE</th>
<th>FEMALE</th>
<th>MALE</th>
<th>ACTIVE</th>
<th>INACTIVE</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>General</td>
<td>60,986</td>
<td>2,677</td>
<td>50,637</td>
<td>13,026</td>
<td>63,663</td>
</tr>
<tr>
<td>Psychiatric</td>
<td>8,301</td>
<td>3,525</td>
<td>9,566</td>
<td>2,260</td>
<td>11,826</td>
</tr>
<tr>
<td>Children’s</td>
<td>4,578</td>
<td>51</td>
<td>3,759</td>
<td>870</td>
<td>4,629</td>
</tr>
<tr>
<td>Intellectual Disability</td>
<td>3,961</td>
<td>473</td>
<td>3,860</td>
<td>574</td>
<td>4,434</td>
</tr>
<tr>
<td>Midwifery</td>
<td>16,857</td>
<td>21</td>
<td>13,179</td>
<td>3,699</td>
<td>16,878</td>
</tr>
<tr>
<td>Public Health</td>
<td>2,551</td>
<td>1</td>
<td>2,084</td>
<td>468</td>
<td>2,552</td>
</tr>
<tr>
<td>Tutor</td>
<td>537</td>
<td>102</td>
<td>513</td>
<td>126</td>
<td>639</td>
</tr>
<tr>
<td>Other</td>
<td>585</td>
<td>26</td>
<td>290</td>
<td>321</td>
<td>611</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>98,356</td>
<td>6,876</td>
<td>83,888</td>
<td>21,344</td>
<td>105,232</td>
</tr>
</tbody>
</table>

Newly registered qualifications during 2004:

<table>
<thead>
<tr>
<th>PLACE OF TRAINING</th>
<th>Ireland</th>
<th>EU</th>
<th>Other</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>General</td>
<td>1,038</td>
<td>582</td>
<td>1,018</td>
<td>2,638</td>
</tr>
<tr>
<td>Psychiatric</td>
<td>265</td>
<td>49</td>
<td>40</td>
<td>354</td>
</tr>
<tr>
<td>Children’s</td>
<td>92</td>
<td>21</td>
<td>0</td>
<td>113</td>
</tr>
<tr>
<td>Intellectual Disability</td>
<td>138</td>
<td>7</td>
<td>1</td>
<td>146</td>
</tr>
<tr>
<td>Midwifery</td>
<td>164</td>
<td>45</td>
<td>15</td>
<td>224</td>
</tr>
<tr>
<td>Public Health</td>
<td>123</td>
<td>1</td>
<td>1</td>
<td>125</td>
</tr>
<tr>
<td>Tutor</td>
<td>31</td>
<td>2</td>
<td>0</td>
<td>33</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>1,851</td>
<td>707</td>
<td>1,075</td>
<td>3,633</td>
</tr>
</tbody>
</table>

Verifications issued during 2004:

Verifications are issued for nurses wishing to register abroad. Verifications are sent direct from one Registration Authority to the equivalent organisation in the country where a nurse is seeking registration. A nurse may apply for more than one Verification of Registration.

<table>
<thead>
<tr>
<th>COUNTRY</th>
<th>2003</th>
<th>2004</th>
</tr>
</thead>
<tbody>
<tr>
<td>United Kingdom</td>
<td>1,516</td>
<td>846</td>
</tr>
<tr>
<td>Other European Countries</td>
<td>24</td>
<td>16</td>
</tr>
<tr>
<td>Australia</td>
<td>1,014</td>
<td>560</td>
</tr>
<tr>
<td>USA</td>
<td>306</td>
<td>290</td>
</tr>
<tr>
<td>Canada</td>
<td>1</td>
<td>33</td>
</tr>
<tr>
<td>Other</td>
<td>14</td>
<td>39</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>2,875</td>
<td>1,784</td>
</tr>
</tbody>
</table>
Inactive File:
The Board maintains an Inactive File for nurses who are not engaged in the practice of nursing in Ireland.

<table>
<thead>
<tr>
<th>REASON</th>
<th>2003</th>
<th>2004</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retired</td>
<td>4,977</td>
<td>5,286</td>
</tr>
<tr>
<td>Unemployed</td>
<td>699</td>
<td>717</td>
</tr>
<tr>
<td>Career Break/Leave of Absence</td>
<td>1,565</td>
<td>1,657</td>
</tr>
<tr>
<td>Working Abroad</td>
<td>4,425</td>
<td>4,566</td>
</tr>
<tr>
<td>Other</td>
<td>3,051</td>
<td>3,045</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>14,717</strong></td>
<td><strong>15,271</strong></td>
</tr>
</tbody>
</table>

Candidate Register:
An Bord Altranais maintains a Register of Candidates admitted for training:

<table>
<thead>
<tr>
<th>DISCIPLINE</th>
<th>2003</th>
<th>2004</th>
</tr>
</thead>
<tbody>
<tr>
<td>General</td>
<td>1,137</td>
<td>1,076</td>
</tr>
<tr>
<td>Midwifery</td>
<td>169*</td>
<td>173</td>
</tr>
<tr>
<td>Psychiatric</td>
<td>374</td>
<td>350</td>
</tr>
<tr>
<td>Children’s</td>
<td>111*</td>
<td>110</td>
</tr>
<tr>
<td>Intellectual Disability</td>
<td>229</td>
<td>242</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>2,020</strong></td>
<td><strong>1,951</strong></td>
</tr>
</tbody>
</table>

* Revised figures for 2003 to those previously published

Registration Appeals Committee
The Registration Appeals Committee was established in mid-2003. The Committee, comprising four Board members - the President, Vice-President, Chair and Vice-Chair of the Fitness to Practise Committee, considers appeals from applicants for registration who have been unsuccessful in their application. An applicant pays a service fee of €38 for an appeal application and must submit full documentation in support of his or her appeal. The Committee may uphold the original decision made, it may direct that the applicant be registered, or it may give such other direction of criteria that the applicant must fulfil before registration is granted.

During 2003 the Committee considered 39 appeals applications while in 2004 it considered 46 appeals applications. These applications included appeals following failure of an applicant to successfully complete an adaptation period, applications where the applicant did not hold educational qualification requirements for direct registration, and applications where applicants did not hold educational qualifications that would entitle them to undertake a period of adaptation.

Candidate Register and Monitoring of Attrition Rates from Nurse Education Programmes
Nursing students, both at under-graduate and post-graduate level, continue to register on the Candidate Register. Attrition rates from pre-registration nursing programmes are monitored and reported to the Department of Health and Children annually.

“... we need to create practice environments that enable nurses to excel in care-giving, which motivated them to be nurses in the first place.”

Linda H. Aiken, Ph.D., R.N.
Part V of the Nurses Act, 1985, provides for an Application for Inquiry to be made into the fitness of a nurse to engage in the practice of nursing on the grounds of alleged professional misconduct and/or alleged unfitness to engage in such practice by reason of physical or mental disability. This part of the Act regulates all aspects of the work of the Fitness to Practise Committee. The application for Inquiry may be made by the Board or by any person. In its investigation of a complaint, the Fitness to Practise Committee may request such other documentation as it requires, and the nurse is also invited to respond to the allegation(s). The Committee will then consider all of the correspondence before it decides whether there is a prima facie case for the holding of an Inquiry into the nurse. The Committee will also confirm the grounds upon which any Inquiry is to be held. In the event that the Committee is of the opinion that there is not a case to answer, the Board may direct the Committee to hold an Inquiry if it is of the opinion that an Inquiry is warranted.

The Inquiry is held in private. The Chief Executive Officer presents the case and is represented by Solicitors and Counsel. Members of the Fitness to Practise Committee sit on the Inquiry. A Legal Assessor sits with the Committee to advise on points of law, but takes no part in any decision making of the Committee. The nurse is invited to attend or to be represented at the Inquiry. A Stenographer records the Inquiry proceedings. Witnesses, on behalf of the Chief Executive Officer and on behalf of the nurse, are called and give evidence under Oath. Witnesses can be cross-examined and may also be questioned by the Committee.

Following the Inquiry, the Fitness to Practise Committee prepares a Report for consideration by the Board. The Report will include the Committee’s findings in relation to the allegation(s), and the reason(s) for its decision. The Report may also include other information such as recommendations to the Board in respect of any sanction to be imposed, by the Board, on the nurse, recommendations on publication, and any other relevant recommendations arising from the Inquiry.

The Board will then meet to consider the Report of the Fitness to Practise Committee. The nurse is invited to attend the meeting or to be represented at the meeting, and to make a statement to the Board. The Board will then decide on any sanction to be imposed on the nurse.

Where the Board decides to:
- Erase the nurse’s name from the Register of Nurses;
- Attach conditions to the retention of the nurse’s name in the Register of Nurse;
- Suspend the nurse’s name from the Register of Nurses for a fixed period,
any of the above decisions must be confirmed by the High Court and the decision may be appealed by the nurse to the High Court. Alternatively, or in conjunction with one of the above detailed sanctions, the Board may decide to:
- Advise, Admonish or to Censure a nurse, in relation to his or her professional conduct.

The Board, where appropriate, may decide to impose a sanction where no finding of professional misconduct or unfitness to practise nursing has been found by the Fitness to Practise Committee following Inquiry.

Where a nurse has been found guilty of professional misconduct, and/or unfit to practise by reason of physical or mental disability, the Board, in protecting the public, may decide to publish the outcome of the Inquiry, the extent of such publication to be decided by the Board. There is always publication to the Minister for Health and Children and to the employer (where known) if a nurse’s name is erased or suspended, or where conditions are attached to registration.

Conditions to Registration

One of the sanctions that may be imposed by the Board following a Fitness to Practise Committee Inquiry is to attach conditions to registration. Usually, such conditions are attached in cases where a person has an ongoing health problem, although conditions may be attached for other reasons. Conditions are usually attached to a person’s registration for a period of time after which the Board will review whether it is necessary for the conditions to be maintained either in whole or in part. Conditions are attached to registration to enable the Board to provide ongoing support to the nurse and to allow the Board to monitor the nurse’s progress over a period of time. This then underpins the Board’s commitment to public protection whilst enabling the nurse to practise under supervision by the Board.
Level of Activity during 2004

NUMBER OF APPLICATIONS CONSIDERED:

Fourteen applications carried over from 2003
Thirty two new applications considered in 2004

DECISIONS IN RESPECT OF APPLICATIONS:

In eighteen cases, the committee decided to hold an Inquiry;
In twenty one cases, the Committee decided that an Inquiry was not warranted;
Seven cases were still under consideration at the end of 2004.

INQUIRIES HELD IN 2004:

The Fitness to Practise Committee held sixteen Inquiries into the fitness to practise of nurses in 2004, one of which was continued from 2003.

The Committee dealt with issues to include:

- Alleged incompetence to practise nursing;
- Alleged physical and/or verbal assault of a patient;
- Alleged misappropriation of medication for self use;
- Alleged inappropriate professional behaviour whilst on duty;
- Alleged consumption of alcohol whilst on duty;
- Alleged sleeping whilst on duty;
- Alleged unfitness to practice due to medical/mental illness.

GROUNDS FOR INQUIRY

Twelve Inquiries were held on the grounds of alleged professional misconduct only:

One Inquiry was held on grounds of alleged unfitness to practise by reason of physical or mental disability only;

Three Inquiries were held on the grounds of alleged professional misconduct and alleged unfitness to practise nursing by reason of physical or mental disability.

DECISIONS OF THE FITNESS TO PRACTISE COMMITTEE FOLLOWING INQUIRY

Twelve nurses were found guilty of professional misconduct;

One nurse was found unfit to practise by reason of physical or mental disability;

One nurse was found guilty of professional misconduct and unfit to practise by reason of physical or mental disability;

Two cases were not proved against the nurses.

SANCTIONS IMPOSED BY THE BOARD FOLLOWING THESE INQUIRIES

In six cases a sanction of ‘Erasure’ was imposed by the Board. Five of these cases were subsequently confirmed by the High Court. In one case the nurse is appealing the decision to the High Court.

In two cases the sanction of ‘Admonishment’ was imposed;

In four cases the sanction of ‘Censure’ was imposed;

In two cases the sanction of ‘Censure’ together with the sanction of ‘Conditions to Registration’ were imposed;

In two cases (where the allegations were not proved) there was no sanction applied.

NURSES WITH CONDITIONS ATTACHED TO THE RETENTION OF THEIR NAMES IN THE REGISTER OF NURSES

The monitoring of the conditions attached to the retention of a nurse’s name in the Register of Nurses is a function of the Board.

In their continuing monitoring of such nurses during 2004, the Board removed the conditions attached to the retention of two nurses’ name in the Register of Nurses. The conditions had been attached for a period of two years, and the Board was satisfied that the nurses had met the terms of the conditions during this period.

“...the character of the nurse is as important as the knowledge she possesses.”

Jarvis
SECTION 44 APPLICATIONS

The Board, where it is of the opinion that the public interest is at risk, may make an application to the High Court, so that during a specified period of time, a nurses’ name does not have effect in the Register.

In 2004, the Board considered eight such applications.

In three cases the Board decided to proceed with an application to the High Court. In one of these cases the Order was confirmed by the High Court, in one case the High Court accepted an Undertaking made by the nurse not to engage in the practice of nursing pending completion of the Section 38 proceedings, and in one case the High Court did not confirm the Order but attached conditions to the nurses continued employment pending completion of the Section 38 proceedings.

In five cases the Board decided not to proceed with an application to the High Court. In one of these cases, the nurse made an Undertaking to the Board not to engage in the practice of nursing pending completion of the Section 38 proceedings.

SECTION 42 APPLICATIONS

Under Section 42 of the Nurses Act, 1985, where a nurse is convicted of an offence triable on indictment, the Board may decide that the name of such person should be erased from the Register of Nurses. There were no cases considered by the Board in 2004 under this section of the Act.

Board Policy on Publication

The Board, in September, 2003, approved a policy on publication following a Fitness to Practise Committee Inquiry. The Committee now may include a recommendation in its’ report to the Board in respect of each case heard by the Committee. A Board decision whether to publish is made on a case by case basis but publication can only take place where there is a finding made against the nurse. Unless there are particular concerns about, or restriction to, publication, the Board will publish in all cases and to the complainant.

Following Inquiries held by the Fitness to Practise Committee pursuant to Part V of the Nurses Act, 1985, the following decisions of the Committee and of the Board are published in respect of the following nurses:

1. Name: Mr. Michael McCreanor, P.I.N. 31048
   Finding of Fitness to Practise Committee: Professional misconduct
   Board sanction: Pursuant to Section 41 of the Nurses Act, 1985, Mr. McCreanor was censured in relation to his professional misconduct. The Board further directed that Mr. McCreanor be advised to update his knowledge on the Professional Code of Conduct, Guidance on Medication Management and the Scope of Practice for Nurses and Midwives, and that he inform himself fully on the responsibilities of educating and training Junior Nurses.

2. Name: Mr. Anthony Rudd, P.I.N. 62441
   Finding of Fitness to Practise Committee: Professional misconduct

3. Name: Ms. Johanna Christina Uys, P.I.N. 79591
   Finding of Fitness to Practise Committee: Professional misconduct
   Board sanction: Pursuant to Section 41(1) and 41(2) of the Nurses Act, 1985, Ms. Uys was censured in relation to her professional conduct, and pursuant to Section 40 of the Act, listed conditions were attached to the retention of her name in the Register of Nurses. The decision to attach conditions to registration was confirmed by the High Court on 20th December, 2004.

4. Name: Ms. Hannah Murphy, P.I.N. 58216
   Finding of Fitness to Practise Committee: Professional misconduct

5. Name: Ms. Patricia Bruen, P.I.N. 11106
   Finding of Fitness to Practise Committee: Professional misconduct
   Board sanction: Pursuant to Section 39(1) of the Nurses Act, 1985, Ms. Bruen’s name was erased from the Register of Nurses. The decision to erase Ms. Bruen’s name from the Register was confirmed by the High Court on 13th December, 2004.

6. Name: Ms. Valeria Hayde, P.I.N. 42579
   Finding of Fitness to Practise Committee: Professional misconduct
   Board sanction: Pursuant to Section 39(1) of the Nurses Act, 1985, Ms. Hayde’s name was erased from the Register of Nurses. The decision to erase Ms. Hayde’s name from the Register was confirmed by the High Court on 15th November, 2004.

7. Name: Mr. Seamus Geraghty, P.I.N. 49661
   Finding of Fitness to Practise Committee: Professional misconduct*
   *This finding is in relation to an issue of medication management only.
Board sanction:
Pursuant to Section 41 of the Nurses Act, 1985, Mr. Geraghty was admonished in relation to his professional conduct, and the Board further advises that he undertakes continuing professional development in the area of medication management.

8. Name: Ms. Mary B. McCrossan, P.I.N. 50214

Finding of Fitness to Practise Committee:
Professional misconduct

Board sanction:
Pursuant to Section 41(1) and 41(2) of the Nurses Act, 1985, Ms. McCrossan was censured in relation to her professional conduct, and pursuant to Section 40 of the Act, a condition was attached to the retention of her name in the Register of Nurses. The decision to attach a condition to registration was confirmed by the High Court on 14th February, 2005.

“Nursing encompasses an art, a humanistic orientation, a feeling for the value of the individual, and an intuitive sense of ethics, and of the appropriateness of action taken”

Aydelotte
Published in accordance with Section 21 of the Nurses Act, 1985

Auditor's Report and Financial Statements for the Year 2004
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</tr>
</thead>
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</tbody>
</table>
Auditor’s Certificate to An Bord Altranais

Introduction:
I have audited the financial statements on pages 29 to 36.

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

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

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

Opinion
In my opinion the financial statements give a true and fair view of the state of the Board’s affairs at 31st December 2004 and of its income and expenditure and cashflow for the year ended on that date.

I have obtained all the information and explanations which I considered necessary for the purposes of my audit. In my opinion, proper books of accounts have been kept by the Board and the financial statements are in agreement therewith.

Anne (N) Brennan,
Local Government Auditor
President’s Statement on the systems of Internal Financial Control

On behalf of the Board of An Bord Altranais I acknowledge that the Board is responsible for ensuring that an appropriate system of internal financial control is maintained and operated. These systems can only provide reasonable and not absolute assurance against material error. The following key procedures have been put in place by the Board and are designed to provide effective internal financial control:

**Appropriate control environment**

There are clearly defined management responsibilities and the work of the management team is overseen by the Boards sub-committees. The Board has approved documentation, which sets out the responsibilities of the President, the Board, sub committees of the Board and the Chief Executive Officer. The Chief Executive Officer is responsible for the implementation of internal controls, including internal financial controls.

**Identify business risks and evaluate financial implications**

The management team is responsible for the identification and evaluation of significant risk. The Chief Executive Officer makes reports on significant changes to the Finance and General Purposes Committee and the Board. The Board prepares a three-yearly Strategic Plan, which sets out the objectives for the Board and includes objectives to address known business risks.

**Major information systems**

The Board approves the Annual Income and Expenditure budget. The Finance and General Purposes Committee and the Board separately consider and review key financial information on a quarterly basis including actual costs against budget for the year to date, forecast projection of the year end position and key statistical information.

**Monitoring the effectiveness of internal financial controls**

In 2004 the Board agreed an Internal Audit Charter and established an Audit Committee. The Audit Committee will appoint an internal auditor in early 2005. In accordance with its Terms of Reference the Audit Committee will report to the Board on matters arising from both the Internal and External audit reports.

I confirm that there has been a review of the effectiveness of the systems of internal financial controls. There was no failure or weaknesses that resulted in material losses, contingencies or uncertainties in 2004, which require disclosure in the financial statements or the auditor’s report on the financial statements.

Anne Carrigy
President
### Income and Expenditure Account

**For the year ended 31st December 2004**

#### Income

<table>
<thead>
<tr>
<th>Description</th>
<th>2004 (€)</th>
<th>2003 (€)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Retention Fee</td>
<td>3,029,021</td>
<td>3,134,125</td>
</tr>
<tr>
<td>Registration Fee</td>
<td>521,079</td>
<td>531,499</td>
</tr>
<tr>
<td>Verification Fee</td>
<td>39,822</td>
<td>66,188</td>
</tr>
<tr>
<td>Nursing Careers Centre</td>
<td>375,000</td>
<td>624,711</td>
</tr>
<tr>
<td>Library and Publications</td>
<td>11,879</td>
<td>10,744</td>
</tr>
<tr>
<td>Superannuation Contributions</td>
<td>144,209</td>
<td>259,373</td>
</tr>
<tr>
<td>Other Income</td>
<td>161,101</td>
<td>121,214</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td><strong>4,282,111</strong></td>
<td><strong>4,747,854</strong></td>
</tr>
</tbody>
</table>

#### Expenditure

<table>
<thead>
<tr>
<th>Description</th>
<th>2004 (€)</th>
<th>2003 (€)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accommodation Costs</td>
<td>164,244</td>
<td>147,572</td>
</tr>
<tr>
<td>Staff Costs</td>
<td>2,275,305</td>
<td>2,014,290</td>
</tr>
<tr>
<td>Other Administration Costs</td>
<td>882,092</td>
<td>740,030</td>
</tr>
<tr>
<td>Courses and Conferences</td>
<td>393</td>
<td>10,931</td>
</tr>
<tr>
<td>Fitness to Practice</td>
<td>608,663</td>
<td>445,019</td>
</tr>
<tr>
<td>Library</td>
<td>48,565</td>
<td>87,436</td>
</tr>
<tr>
<td>Newsletter</td>
<td>238,183</td>
<td>208,901</td>
</tr>
<tr>
<td>Research Scholarships</td>
<td>0</td>
<td>13,617</td>
</tr>
<tr>
<td>Doctoral Scholarships</td>
<td>0</td>
<td>7,618</td>
</tr>
<tr>
<td>Cross-Border Scholarships</td>
<td>0</td>
<td>4,839</td>
</tr>
<tr>
<td>Projects</td>
<td>305,054</td>
<td>268,764</td>
</tr>
<tr>
<td>Nursing Careers Centre</td>
<td>369,066</td>
<td>393,391</td>
</tr>
<tr>
<td>Depreciation</td>
<td>153,590</td>
<td>131,074</td>
</tr>
<tr>
<td><strong>Total Expenditure</strong></td>
<td><strong>5,045,155</strong></td>
<td><strong>4,473,482</strong></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Description</th>
<th>2004 (€)</th>
<th>2003 (€)</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Surplus / Deficit)</td>
<td><strong>(763,044)</strong></td>
<td><strong>274,372</strong></td>
</tr>
</tbody>
</table>

#### STATEMENT OF MOVEMENT IN ACCUMULATED RESERVES

<table>
<thead>
<tr>
<th>Description</th>
<th>2004 (€)</th>
<th>2003 (€)</th>
</tr>
</thead>
<tbody>
<tr>
<td>At 1 January</td>
<td>1,492,242</td>
<td>1,217,870</td>
</tr>
<tr>
<td>Surplus / (Deficit) for the Year</td>
<td><strong>(763,044)</strong></td>
<td><strong>274,372</strong></td>
</tr>
<tr>
<td>At 31 December</td>
<td><strong>729,198</strong></td>
<td><strong>1,492,242</strong></td>
</tr>
</tbody>
</table>

Anne Carrigy
President

Eugene Donoghue
Chief Executive Officer

The accompanying notes are an integral part of these accounts
### Balance Sheet

At 31st December 2004

<table>
<thead>
<tr>
<th></th>
<th>2004</th>
<th>2003</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fixed Assets</td>
<td>€ 7,542,072</td>
<td>€ 4,298,522</td>
</tr>
<tr>
<td>Note 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash at Bank and in Hand</td>
<td>€ 2,368,156</td>
<td>€ 1,582,772</td>
</tr>
<tr>
<td>Debtors and Prepayments</td>
<td>€ 170,846</td>
<td>€ 140,623</td>
</tr>
<tr>
<td>Stock</td>
<td>€ 13,705</td>
<td>€ 17,179</td>
</tr>
<tr>
<td></td>
<td>€ 2,552,707</td>
<td>€ 1,740,574</td>
</tr>
<tr>
<td><strong>Current Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amounts falling due within one year</td>
<td>(€ 2,787,190)</td>
<td>(€ 1,307,767)</td>
</tr>
<tr>
<td>Note 2 (a)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net Current Assets / (Liabilities)</td>
<td>(€ 234,483)</td>
<td>€ 432,807</td>
</tr>
<tr>
<td><strong>Non-Current Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amounts falling due after one year</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Note 2 (b)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Represented By</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accumulated Fund</td>
<td>€ 729,198</td>
<td>€ 1,492,242</td>
</tr>
<tr>
<td>Revaluation Reserve</td>
<td>€ 6,401,257</td>
<td>€ 3,061,953</td>
</tr>
<tr>
<td>General Reserve</td>
<td>€ 177,134</td>
<td>€ 177,134</td>
</tr>
<tr>
<td></td>
<td>€ 7,307,589</td>
<td>€ 4,731,329</td>
</tr>
</tbody>
</table>

The accompanying notes are an integral part of these accounts.

Anne Carrigy
President

Eugene Donoghue
Chief Executive Officer
### Cash Flow Statement

For the year ended 31st December 2004

<table>
<thead>
<tr>
<th></th>
<th>2004</th>
<th>2003</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Net Cash Inflow / (Outflow) from Ordinary Activities</strong></td>
<td>€843,220</td>
<td>€188,246</td>
</tr>
<tr>
<td><strong>Investing Activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payments to acquire fixed assets</td>
<td>(57,836)</td>
<td>(84,990)</td>
</tr>
<tr>
<td><strong>Net Cash (Outflow)/Inflow</strong></td>
<td>€785,384</td>
<td>€103,256</td>
</tr>
<tr>
<td><strong>Decrease / (Increase) in Cash &amp; Equivalents</strong></td>
<td>€785,384</td>
<td>€103,256</td>
</tr>
</tbody>
</table>

### Notes Cash Flow Statement

1. **Reconciliation of Operating Surplus/(Deficit) to Net Cash Inflow**

<table>
<thead>
<tr>
<th></th>
<th>2004</th>
<th>2003</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating Surplus/(Deficit)</td>
<td>(763,044)</td>
<td>274,372</td>
</tr>
<tr>
<td>Depreciation Charge</td>
<td>153,590</td>
<td>131,074</td>
</tr>
<tr>
<td>(Increase) / Decrease in Stocks</td>
<td>3,474</td>
<td>(16,369)</td>
</tr>
<tr>
<td>(Increase) / Decrease in Debtors</td>
<td>(30,223)</td>
<td>(15,600)</td>
</tr>
<tr>
<td>Increase / (Decrease) in Creditors</td>
<td>1,479,423</td>
<td>(185,231)</td>
</tr>
<tr>
<td><strong>Net Cash (Outflow) / Inflow</strong></td>
<td>€843,220</td>
<td>€188,246</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>31 Dec 2004</th>
<th>1 Jan 2004</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash at Bank and In Hand</td>
<td>€2,368,156</td>
<td>€1,582,772</td>
<td>€785,384</td>
</tr>
<tr>
<td>Bank Overdraft</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>€2,368,156</td>
<td>€1,582,772</td>
<td>€785,384</td>
</tr>
</tbody>
</table>

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.

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.

<table>
<thead>
<tr>
<th>Asset Type</th>
<th>Depreciation Method</th>
</tr>
</thead>
<tbody>
<tr>
<td>Freehold Premises</td>
<td>Straight line over 50 years</td>
</tr>
<tr>
<td>Freehold Land</td>
<td>No Depreciation</td>
</tr>
<tr>
<td>Equipment and Fittings</td>
<td>10% Straight line</td>
</tr>
<tr>
<td>Computer Equipment</td>
<td>25% Straight line</td>
</tr>
<tr>
<td>Computer Software</td>
<td>10% Straight line</td>
</tr>
<tr>
<td>Telephone Equipment</td>
<td>10% Straight line</td>
</tr>
</tbody>
</table>

During 2004 the Board’s premises at 31/32 Fitzwilliam Square was revalued by CB Richard Ellis Gunne in accordance with Financial Reporting Standard 15. CB Richard Ellis Gunne considered the open market value of the property at that time to be €7,250,000. A Revaluation Reserve was created to reflect the revalued amount less the net book value of the property at the date of revaluation.

In order to give a true and fair view of the value of the premises in its entirety, a decision was taken during 2004 to apportion €3,625,000 as Freehold Building and €3,625,000 as Freehold Land.

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
All Income / Fees receivable are accounted for as they are received.
Notes to Financial Statements
For the year ended 31st December 2004

1. Fixed Assets
(a) Total Fixed Assets

<table>
<thead>
<tr>
<th></th>
<th>Premises</th>
<th>Equipment &amp; Fittings</th>
<th>Computer Software</th>
<th>Computer Equipment</th>
<th>Telephone Equipment</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost or Valuation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At 1 January 2004</td>
<td>4,311,127</td>
<td>610,781</td>
<td>289,392</td>
<td>440,115</td>
<td>60,219</td>
<td>5,711,634</td>
</tr>
<tr>
<td>Additions</td>
<td>-</td>
<td>34,472</td>
<td>9,432</td>
<td>13,932</td>
<td>0</td>
<td>57,836</td>
</tr>
<tr>
<td>Revaluation</td>
<td>2,938,873</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>2,938,873</td>
</tr>
<tr>
<td>At 31 December 2004</td>
<td>7,250,000</td>
<td>645,253</td>
<td>298,824</td>
<td>454,047</td>
<td>60,219</td>
<td>8,708,343</td>
</tr>
</tbody>
</table>

Accumulated Depreciation

|                      |          |                      |                   |                    |                     |         |
| At 1 January 2004    | 400,431  | 477,485              | 117,561           | 398,144            | 19,491              | 1,413,112|
| Charge for Year      | 72,500   | 27,866               | 29,424            | 17,778             | 6,022               | 153,590  |
| Depreciation on      | (400,431)| -                    | -                 | -                  | -                   | (400,431)|
| Disposals/Revaluation|          |                      |                   |                    |                     |         |
| At 31 December 2004  | 72,500   | 505,351              | 146,985           | 415,922            | 25,513              | 1,166,271|

Net Book Value at 31 December 2004

- 7,177,500
- 139,902
- 151,839
- 38,125
- 34,706
- 7,542,072

Net Book Value at 31 December 2003

- 3,910,696
- 133,296
- 171,831
- 41,971
- 40,728
- 4,298,522

2. Creditors
2004      2003

(a) Amounts falling due within one year

- Trade Creditors and Accruals 874,835 488,075
- Fees Received in Advance 1,912,355 819,692
- Total 2,787,190 1,307,767

(b) Amounts falling due after one year

- Bank of Ireland Mortgage 0 0

3. Bank Borrowings

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

4. Superannuation Contributions

No provision has been made in respect of benefits payable under the Local Government Superannuation Scheme as the liability is underwritten by the Minister for Health and Children. Contributions from employees who are members of the scheme are credited to the income and expenditure account when received. Pension payments under the scheme are charged to the income and expenditure account when paid. Only those superannuation payments which fall due to be paid in the current year of account are charged to the current income and expenditure account. No charge is made to the current income and expenditure in respect of any liability for pension payments, which fall due in later years.
Permanent staff of An Bord Altranais are members of the Local Government Superannuation Scheme. Contributions are deducted from salaries at the rate of 5% in respect of Pensions and 1.5% in respect of Spouses and Orphans Scheme. Pensionable staff appointed after 6th April 1995 are liable to pay Class A rates of PRSI and superannuation contributions of 1.5% of pensionable remuneration plus 3.5% of net pensionable remuneration. Superannuation Contributions include €27,777 (2003 - €26,708) from previous employers of four pensioners, relating to periods of service with these employers.

5. Staff Costs

Staff costs include €57,867 (2003 - €53,146) paid as retirement pensions and lump sums to former staff members.

6. Nursing Careers Centre

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

7. Prompt Payment of Accounts

An Bord Altranais is covered by the Prompt Payment of Accounts Act, 1997. The Act requires the Board to pay for goods and services by the prescribed payment date and if it fails to do so, pay an interest penalty. There is also a requirement to include details of payment practices in the Board’s Annual Report. During 2004, An Bord Altranais complied in all material respects with the provisions of the Act.
## Schedules to Accounts

For the year ended 31st December 2004

<table>
<thead>
<tr>
<th>Schedules</th>
<th>2004</th>
<th>2003</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1. Accommodation</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mortgage Interest</td>
<td>0</td>
<td>1,256</td>
</tr>
<tr>
<td>Cleaning</td>
<td>29,664</td>
<td>21,608</td>
</tr>
<tr>
<td>Insurance</td>
<td>24,036</td>
<td>32,371</td>
</tr>
<tr>
<td>Light and Heat</td>
<td>18,965</td>
<td>13,109</td>
</tr>
<tr>
<td>Repairs and Maintenance</td>
<td>91,579</td>
<td>79,228</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>164,244</td>
<td>147,572</td>
</tr>
<tr>
<td><strong>2. Other Administration Costs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Travel and Subsistence</td>
<td>222,209</td>
<td>147,644</td>
</tr>
<tr>
<td>Telephone</td>
<td>30,592</td>
<td>28,892</td>
</tr>
<tr>
<td>Postage</td>
<td>152,549</td>
<td>123,792</td>
</tr>
<tr>
<td>Printing and Stationery</td>
<td>205,192</td>
<td>207,143</td>
</tr>
<tr>
<td>Staff Training and Recruitment</td>
<td>44,094</td>
<td>26,014</td>
</tr>
<tr>
<td>Professional Fees</td>
<td>71,390</td>
<td>38,813</td>
</tr>
<tr>
<td>Legal Fees</td>
<td>0</td>
<td>8,687</td>
</tr>
<tr>
<td>Bank Interest and Charges</td>
<td>29,247</td>
<td>21,976</td>
</tr>
<tr>
<td>Computer</td>
<td>63,001</td>
<td>91,195</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>63,818</td>
<td>45,874</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>882,092</td>
<td>740,030</td>
</tr>
<tr>
<td><strong>3. Projects</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Scope of Practice Project</td>
<td>38,833</td>
<td>0</td>
</tr>
<tr>
<td>Nurse Prescribing Project</td>
<td>185,476</td>
<td>266,847</td>
</tr>
<tr>
<td>Assessment of Competencies Project</td>
<td>8,492</td>
<td>1,917</td>
</tr>
<tr>
<td>5 Point of Entry Project</td>
<td>33,333</td>
<td>0</td>
</tr>
<tr>
<td>Nurse Qualification Education Framework</td>
<td>38,973</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>305,054</td>
<td>268,764</td>
</tr>
<tr>
<td><strong>4. Nursing Careers Centre</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Recruitment Expenses</td>
<td>319,220</td>
<td>365,066</td>
</tr>
<tr>
<td>Local Appointments Commission</td>
<td>49,846</td>
<td>28,325</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>369,066</td>
<td>393,391</td>
</tr>
</tbody>
</table>

The accompanying notes are an integral part of these accounts.

Anne Carrigy
President

Eugene Donoghue
Chief Executive Officer

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Appendices
## An Bord Altranais Board Members
### Appointed Members 2002-2007

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ms Anne Carrigy</td>
<td>DIRECTOR OF NURSING</td>
<td>Mater Misericordiae University Hospital Limited, Dublin 7</td>
</tr>
<tr>
<td>Ms Anna Plunkett</td>
<td>DIRECTOR OF NURSING</td>
<td>St. Mary’s, Drumcree, Co. Louth</td>
</tr>
<tr>
<td>Ms Gonne Barry</td>
<td>PUBLIC HEALTH NURSE</td>
<td>Northern Area Health Board, Cabra, Dublin 7</td>
</tr>
<tr>
<td>Mr John Byrne</td>
<td>STAFF NURSE</td>
<td>St. Canice’s Hospital, Kilkenny</td>
</tr>
<tr>
<td>Ms Mary Durkin</td>
<td>CLINICAL NURSE MANAGER</td>
<td>Sligo General Hospital, Sligo</td>
</tr>
<tr>
<td>Ms Mary Kelly</td>
<td>NURSE TUTOR</td>
<td>Cork University Hospital, Cork</td>
</tr>
<tr>
<td>Ms Maureen Kington</td>
<td>STAFF MIDWIFE</td>
<td>Our Lady of Lourdes Hospital, Drogheda, Co. Louth</td>
</tr>
<tr>
<td>Ms Orla O’Reilly</td>
<td>NURSE TUTOR</td>
<td>St. Joseph’s Hospital, Clonsilla, Dublin 15</td>
</tr>
<tr>
<td>Ms. Sheila Sugrue</td>
<td>PRINCIPAL MIDWIFE TUTOR</td>
<td>Coombe Women’s Hospital, Dublin 8</td>
</tr>
<tr>
<td>Ms Pauline Tceanor</td>
<td>DIRECTOR OF MIDWIFERY</td>
<td>Rotunda Hospital, Dublin 1</td>
</tr>
<tr>
<td>Ms. Áine Enright</td>
<td>CLINICAL NURSE MANAGER</td>
<td>Cheeverstown House Limited, Dublin 6W</td>
</tr>
<tr>
<td>Ms Gonne Barry</td>
<td>CLINICAL PRACTICE – PUBLIC HEALTH</td>
<td>St. Ita’s Hospital, Portrane, Co. Dublin</td>
</tr>
<tr>
<td>Mr Kenneth Brennan</td>
<td>NURSE TUTOR</td>
<td>St. Ita’s Hospital, Mullingar, Co. Westmeath</td>
</tr>
<tr>
<td>Ms Veronica Kow</td>
<td>NURSE TUTOR</td>
<td>OUR LADY’S HOSPITAL FOR SICK CHILDREN, CRUMLIN, DUBLIN 12</td>
</tr>
<tr>
<td>Ms Orla O’Reilly</td>
<td>NURSE TUTOR</td>
<td>St. Joseph’s Hospital, Clonsilla, Dublin 15</td>
</tr>
<tr>
<td>Ms Eileen Weir</td>
<td>DIRECTOR OF PUBLIC HEALTH NURSING</td>
<td>East Coast Area Health Board, Dun Laoghaire, Co. Dublin</td>
</tr>
</tbody>
</table>

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**APPENDIX**

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An Bord Altranais Annual Report 2004
Board Committees
An Bord Altranais has formed eight committees of the Board under Section 13 of the Nurses Act, 1985.

- Fitness to Practise Committee,
- Education and Training Committee,
- Finance and General Purpose Committee,
- Midwifery Committee,
- Ethics Committee,
- Medications Management Committee,
- Registration Appeals Committee,
- Audit 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.

Committee Members
Ms. Anna Plunkett - Chairperson
Ms. Pauline Treanor
Dr. Robert Burns
Cllr. Deirdre Forde
Mr. John F. Byrne
Mr. Seamus Hoye
Ms. Veronica Kow
Ms. Eileen Kelly
Mr. Con McCarthy
Ms. Bernadette Mackin
Ms. Sheila O’Malley
Ms. Catherine McTiernan
Ms. Eileen Weir
Ms. Mary Durkin
Ms. Maureen Kington

Education and Training Committee
The Terms of Reference of the Education and Training Committee are to:

- Establish the professional standards and requirements of education for nurse and midwifery education.
- Provide an approval process to determine that third level institutions and health care institutions meet the standards and requirements for the provision of programmes leading to Registration
- Monitor and evaluate standards in practice for the education and training of nurses and midwives.
- Satisfy itself as to the suitability of an institution to provide nursing and midwifery education approved by the Board
- Satisfy itself as to the standards of theoretical and practical knowledge required for Registration with the Board
- Ensure that the requirements relating to education and training of nurses and midwives for Registration satisfy the minimum standards specified in relation to the Directive or Regulation adopted or made by the Council of European Communities which relates to qualifications required by nurses and midwives to secure registration
- Satisfy itself as to the adequacy and suitability of post registration courses for nurses and midwives provided by bodies recognised by the Board for that purpose
- Engage in research into the education and training of nurses and midwives, including the formulation of experimental curricula and the evaluation of existing programmes
- Maintain statistical records related to attrition from programmes and collate and present such records for the purposes of manpower planning to the Department of Health and Children
- Ensure through education and training that protection of the public is set in standards which ensure public confidence in nurses and midwives.
- Monitor on-going changes in service delivery and assess the impact of such change on pre-registration education syllabi and the assessment of competencies to enter the Register of Nurses.
- Provide guidance to the profession related to educational issues and support continuing professional development of nursing and midwifery
through publications, seminars and conferences

• Provide a quality assurance approach in partnership with service providers.

Committee Members
Ms. Anne Carrigy - Chairperson
Ms. Áine Enright
Ms. Mary McCarthy
Ms. Veronica Kow
Mr. Ken Brennan
Ms. Orla O'Reilly
Ms. Eileen Kelly
Ms. Mary Ita Walsh
Ms. Cathryn Lee
Ms. Gonne Barry
Ms. Bernadette Mackin
Cllr. Deirdre Forde
Ms. Sheila Sugrue
Dr. Kathy Murphy
Ms. Bernadette Mackin
Cllr. Deirdre Forde
Ms. Sheila O’Malley
Mr. Con McCarthy
Clr. Deirdre Forde
Ms. Bernadette Mackin
Mr. Seamus Hoye
Ms. Mary Durkin
Ms. Orla O’Reilly
Ms. Eileen Savage

Finance and General Purposes Committee

• Recommend to the Board the remuneration and conditions for the Post of Chief Executive Officer;
• Authorise variations in the Annual Budget where overall budget provision is exceeded;
• 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;
• Oversee the application of the Freedom of Information legislation in An Bord Altranais;
• Oversee the operation of the Nursing Careers Centre.

Committee Members
Ms. Anne Carrigy - Chairperson
Ms. Áine Enright
Ms. Simonetta Ryan
Mr. Tim Kennelly
Dr. Cathy Casey
Ms. Cathryn Lee
Ms. Mary Durkin
Mr. Con McCarthy
Clr. Deirdre Forde
Ms. Bernadette Mackin
Mr. Seamus Hoye
Ms. Mary O’Malley
Mr. John F. Byrne

Ethics Committee

The Terms of Reference for the Ethics Committee are:

• To regularly review An Bord Altranais guidelines taking cognisance of ethical principles and to further develop these guidelines if necessary to ensure high professional standards
• To provide guidance to the profession related to ethical conduct and behaviour and encourage ongoing professional development
• To provide a forum and guidance to An Bord Altranais, to the profession and to those who require it, in relation to ethical conduct, practice and research

Committee Members
Ms. Anne Carrigy - Chairperson
Ms. Áine Enright
Ms. Anna Plunkett
Ms. Bernadette Mackin
Cllr. Deirdre Forde
Mr. John F. Byrne
Ms. Mary Durkin
Ms. Eileen Kelly
Ms. Sheila O’Malley
Ms. Catherine O’Neill
Ms. Bernadette Mackin
Dr. Therese Meehan

Midwifery Committee

The role of the committee is to provide expert advice, and to make recommendations, to the Board with regard to the education, registration and professional practice of midwives in Ireland.

Committee Members
Ms. Anne Carrigy - Chairperson
Ms. Pauline Treanor
Ms. Sheila Sugrue
Ms. Maureen Kington
Ms. Bernadette Mackin
Medication Management Committee

Committee Members
Ms. Anne Carrigy - Chairperson
Ms. Mary Durkin
Ms. Sheila O’Malley
Ms. Veronica Kow
Ms. Pauline Treanor
Ms. Catherine McTiernan
Ms. Mary McCarthy

Registration Appeals Committee

The terms of reference for the Registration Appeals Committee are as follows:

- To consider Appeals from applicants to the Register who have been informed that they are not eligible to be registered as they do not meet with the requirements of the Board for registration under the Nurses Rules, 1988.
- To determine outcomes of appeals in accordance with Board policy.

Committee Members
Ms. Anne Carrigy - Chairperson
Ms. Áine Enright
Ms. Anna Plunkett
Mr. Seamus Hoye

Audit Committee

Committee Members
Mr. Tim Kennelly - Chairperson
Ms. Anne Carrigy
Mr. Con McCarthy
Cllr. Deirdre Forde
Ms. Pauline Treanor
Board Representation on External Committees

All-Ireland Public Health Project: Steering Committee
Representative: Anne-Marie Ryan

Benzodiazepine Group Department of Health and Children
Representative: John Byrne

Board of Faculty of Nursing and Midwifery, RCSI
Representative: Anne-Marie Ryan

Committee for the Development of Clinical Nurse Specialist Role as Forensic Examiner for Victims of Sexual Assault
Representative: Margaret McCarthy

Consultative Forum on National Health Strategy
Representative: Sheila O’Malley

Crisis Pregnancy Agency Consultative Committee
Representative: Margaret McCarthy

Irish Health Services Accreditation Board
Representative: Anne-Marie Ryan

Implementation of Recommendations of The Commission on Nursing: Monitoring Committee
Representative: Eugene Donoghue

Irish Heart Foundation Council on Stroke
Representative: Mary Durkin

National Council for the Professional Development of Nursing and Midwifery
Representative: Anne Carrigy and Eileen Kelly

National Midwifery Advisory Forum
Representative: Ursula Byrne and Maureen Kington

National Paediatric Nursing Advisory Forum
Representative: Judith Foley and Veronica Kow

Nursing & Midwifery Research Committee
Representative: Anne-Marie Ryan

Nursing and Midwifery in the Community Education Sub-Group
Representative: Margaret McCarthy

Steering Group for the ERHA Government to Government Recruitment Initiative
Representative: Liz Kingston

Structure and Organisation of Prison Health Care Services Review Group
Representative: Catherine McTiernan
An Bord Altranais Organisation Chart
**Higher Education Institutions Approved for Pre-Registration Degree Programmes** At 31st December 2004

- Athlone Institute of Technology
- University College Cork (NUI)
- Dublin City University
- Trinity College Dublin
- University College Dublin (NUI)
- Dundalk Institute of Technology
- Galway-Mayo Institute of Technology
- National University of Ireland Galway
- Letterkenny Institute of Technology
- University of Limerick
- St. Angela's College, Sligo
- Institute of Technology, Tralee
- Waterford Institute of Technology

**Associated Healthcare Institutions for Schools of Nursing/Midwifery**
At 31st December 2004

**General Nursing**
- Adelaide & Meath Hospital incorporating the National Children's Hospital, Tallaght 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
- Our Lady of Lourdes Hospital, Drogheda
- Portiuncula Hospital, Ballinasloe
- St James's Hospital, Dublin
- St Michael's Hospital, Dun Laoghaire (Registration/Diploma in Nursing)
- St Vincent's University Hospital, Elm Park, Dublin
- Sligo General Hospital
- Tralee General Hospital
- Tullamore General Hospital
- University College Hospital, Galway
- Waterford Regional Hospital
Sick Children’s Nursing
Adelaide & Meath Hospital incorporating the National Children’s Hospital, Tallaght Dublin
Our Lady’s Hospital for Sick Children, Dublin
The Children’s University Hospital, Dublin

Mental Handicap Nursing
Cope Foundation, Cork
Cregg House, Sligo
North Western Health Board Learning Disability Services
St. Anne’s, Moore Abbey, Monasterevin
St. Ita’s, Portrane
St Joseph’s, Clonsilla, Dublin
St. Mary’s, Drumcar
St Vincent’s Centre, Lisnagry
Stewart’s Hospital, Dublin
South Eastern Health Board Learning Disability Services

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

Midwifery
Coombe Women’s Hospital, Dublin
National Maternity Hospital, Dublin
Our Lady of Lourdes Hospital, Drogheda
Rotunda Hospital, Dublin
St Munchin’s Regional Maternity Hospital, Limerick
Southern Health Board School of Midwifery, Cork
University College Hospital, Galway
Membership of the Steering Committee for Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products Project

**An Bord Altranais:**
- Ms. Anne Carrigy
- Ms. Mary Durkin
- Ms. Sheila O’Malley
- Ms. Veronica Kow
- Ms. Pauline Treanor
- Ms. Catherine McTiernan

**National Council for the Professional Development of Nursing and Midwifery:**
- Ms. Yvonne O’Shea,
- Dr. Kathleen MacLellan
- Mr. Pearse Finnegan
- Ms. Marie Keane
- Ms. Mary Farrelly

**Other Representatives:**
- Ms. Valerie Small, Advanced Nurse Practitioner
- Ms. Mary Mahon, President Association of Nurse Managers
- Mr. Paul Gaughan, Health Boards Chief Executive Officer Group
- Ms. Mary McCarthy, Chief Nurse, Department of Health & Children
- Mr. Tom McGuinn, Chief Pharmacist, Department of Health & Children
- Ms. Margaret Hanahoe, Co-ordinator Community Midwifery Programme
- Dr. Cecily Begley, Director of Higher Education Nursing and Midwifery, Trinity College
- Dr. Velma Harkins, Irish College of General Practitioners
- Dr. William Blunnie, Irish Medical Council (resigned August 2004)
- Ms. Catherine Killilea, Nursing & Midwifery Planning & Development Units
- Mr. Matthew Lynch, Pharmaceutical Society of Ireland
- Ms. Mary Power, Alliance of Nursing Unions
- Ms. Simonetta Ryan, Principal Officer, Nursing Policy Division, Department of Health & Children

**Project Team:**
- Ms. Anne-Marie Ryan, Chief Education Officer and Project Director
- Ms. Kathleen Walsh, Project Officer
- Ms. Denise Carroll, Project Assistant