



ANNUAL REPORT AND ACCOUNTS 1995

NOTICE OF MEETING

NOTICE IS HEREBY GIVEN THAT THE 77th ANNUAL DELEGATE CONFERENCE OF THE IRISH NURSES ORGANISATION AND THE NATIONAL COUNCIL OF NURSES OF IRELAND WILL BE HELD ON WEDNESDAY, THURSDAY AND FRIDAY, 8, 9 AND 10 MAY 1996, IN THE LIMERICK INN HOTEL, LIMERICK.

WEDNESDAY, 8 MAY - 2.30pm - 7.00pm

1. Invocation
2. Appointment of Tellers
3. Delegate Roll Call
4. Adoption of Standing Orders and Standing Orders Committee Report No. 1
5. Minutes of Annual Delegate Conference 1995
6. Adoption of Annual Report
7. Adoption of Accounts for period 1 January to 30 September 1995
8. Adoption of Budget - 1 October 1996 to 30 September 1997
9. Appointment of Auditors
10. Debate on Motions - Organisational
11. Discussion of Ten Year Strategy for Nursing - Proposals (one hour)
12. Debate on Motions
 - Professional
 - Industrial
 - Educational

THURSDAY, 9 MAY - 9.00am - 6.00pm

13. Adoption of Standing Orders Committee Report No. 2
14. Debate on Restructuring of Nursing Services (one and a half hours)
15. Debate on Motions continued
 - Professional
 - Industrial
 - Educational
16. Report Result of Executive Council Elections
17. Election of Officers in accordance with Rule 9 (President, Two Vice-Presidents and Treasurer)
18. Debate on Remaining Motions
19. Investiture of Newly-Elected President and formal closure



P J MADDEN
General Secretary

FRIDAY, 10 MAY - SEMINAR - 9.30am - 4.00pm

Theme: "Leadership, Motivation, Research"

followed by

Address: Mr Michael Noonan, T.D., Minister for Health

followed by

Presidential Address: Miss Katherine Craughwell RGN, RM, RPHN, RSCN

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| The Annual Dinner will take place on Friday, 10 May, at 7.30pm to 8.00pm |
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PLEASE BRING THIS REPORT WITH YOU

ANNUAL REPORT 1995

The Executive Council, during the period under review, was as follows:

OFFICE BEARERS:

President: Craughwell Katherine J, Director of Nursing, General Hospital Sligo.

1st Vice-President: Cody Anne, Theatre Sister, Mater Misericordiae Hospital, Dublin.

2nd Vice-President: Gillane Deirdre, Staff Nurse, Regional Hospital, Cork.

CLINICAL (19 Seats)

BURD, MARENA - Infection Control Sister, Midland Health Board, c/o General Hospital, Tullamore, Co. Offaly.

CALLAN-WILLIAMOZ, MAURA - Staff Nurse, Our Lady's Hospital, Navan, Co. Meath.

CODY, ANNE - Theatre Sister, Mater Misericordiae Hospital, Dublin.

* COTTER, JULIA - Theatre Staff Nurse, St. John's Hospital, Limerick.

DELANEY, ANNE - Staff Nurse, General Hospital, Portlaoise, Co. Laois.

DUFFIN, NOEL - Staff Nurse, Regional Hospital, Waterford.

FLYNN, PATRICIA - Ward Sister, Merlin Park Hospital, Galway.

GILLANE, DEIRDRE - Staff Nurse, Regional Hospital, Cork.

** HOULIHAN, VERONICA - Student Nurse, School of Nursing, Mater Misericordiae Hospital, Dublin.

LYNG, CATHERINE - Staff Nurse, Regional Hospital, Waterford.

MacINTYRE, ANN - Staff Midwife, Letterkenny General Hospital, Co. Donegal.

*** McDERMOTT, JOAN - Matron, D'Alton Home, Claremorris, Co. Mayo.

MAGEE, MAUREEN - Staff Nurse, Our Lady's Hospital, Crumlin, Dublin

MARTIN, ANN - Staff Midwife, University College Hospital, Galway.

O'KEEFFE, EDWINA - Staff Midwife, St. Luke's Hospital, Kilkenny

PRENDERGAST, PHIL - Staff Midwife, St. Joseph's Hospital, Clonmel, Co Tipperary.

RAFFERTY, NUALA - Staff Nurse, Louth County Hospital, Dundalk, Co Louth.

SPILLANE, CLARE - Staff Nurse, District Hospital, Carlow.

TULLY, MARY - Public Health Nurse, North Eastern Health Board, Cavan Community Care Area, Health Centre, Ballinagh, Co. Cavan.

EDUCATION (3 Seats)

FITZPATRICK, JOAN - Nurse Tutor, School of Nursing, Adelaide Hospital, Dublin.

**** HAYES, BREDA - Assistant Director of Nursing, St. Mary's Hospital, Phoenix Park, Dublin 7.

MONAGHAN, ANNA M - Principal Midwife Teacher, Rotunda Hospital, Dublin.

ADMINISTRATION (3 Seats)

CRAUGHWELL, KATHERINE J - RGN, RM, RPHN, RSCN, Director of Nursing, Sligo General Hospital.

GILMARTIN, MARY H - RGN, RM, RNT, Bachelor of Civil Law, Assistant Director of Nursing, University Hospital, Cork.

JEFFREY, JEREMY - RMHN, CPN, 10 Hampstead Park, Dublin 9.

- * Julia Cotter resigned from Council in July 1995.
- ** Veronica Houlihan resigned from Council in October 1995.
- *** Joan McDermott was appointed Matron of D'Alton Home, Claremorris, Co. Mayo, during 1995.
- **** Breda Hayes was appointed Assistant Director of Nursing, St. Mary's Hospital, Phoenix Park, Dublin 7, during the term of this Council.

INTRODUCTION

This Report, in the name of the Executive Council, covers the period from 1 July 1995 to 31 December 1995, and reflects the decision of the Organisation to commence holding Annual Conference in the Spring time from 1996. Conference 1996 will take place on 8, 9 and 10 May and, consequently, the operational year for the Organisation changes also and, in future, will be from January through December each year. The financial year of the Organisation will be from 1 October to 30 September.

Though the period covered is short, the dynamic activities of the Organisation will see it remembered as one of high activity, progress and a maturing of the Organisation both in structure and in attitude.

The developments, on the educational, industrial and organisational levels, will be documented in more detail throughout this report, but it is worthy of record, here, that the period saw the widest consultation with the members ever undertaken, on the issues of their pay and working conditions, and a substantial growth in membership.

Regional meetings and rallies were held throughout the country, recording the highest attendance of members ever and, more importantly, these members participated fully in the meetings and gave clear instructions to their leaders and negotiators as to how to proceed on their behalf, in the restructuring pay talks.

In addition to this, the Organisation launched the first Distance Learning Certificate Programme in Front Line Management, in conjunction with the University of Limerick, who will accredit the course. Interest in the course far exceeded our expectations and this, in itself, indicates the need to develop further and more available courses. Also on the educational front, the Organisation viewed with satisfaction the extension of the pre-registration training programme to allow yet more students access to a University Diploma as part of their course. This sees an ideal, to which the Organisation is committed, and in whose origins we played a major role, expanding, and thereby confirming, the commitment of the Department of Health to ensuring that, by the earliest practical date, all student nurses (all categories) will have access to a University Diploma. The consequence is obvious and one for which we shall continue to work until every nurse is afforded the option to access a third level qualification should she or he so wish.

The other major development - **and there were many** - during this short period, was the attendance by the President, Ms Katherine Craughwell, and the General Secretary, Mr PJ Madden, at the International Council of Nurses' Congress of National Representatives Meeting in Harare, Zimbabwe, in September. The sense of unity of purpose, willingness to share, and the openness to learning from each other's experience and analysis, makes such a gathering both worthwhile and thoroughly rewarding. It was a privilege for both participants to represent Irish nurses at this nursing summit.

Though the Minister for Health, Mr Michael Noonan, TD, attended and addressed our Annual Conference in September 1995, and gave assurances that his representatives would return to the negotiating table with proposals aimed at meeting our claim, and satisfying his own needs in the development of the services, the period under review closed with the two sides very far apart indeed. In fact, as 1995 came to a close, nurses throughout the country were in the process of preparing a ballot for industrial action because of the failure of management to address our long-standing claims in any meaningful way. Fuller reports on this negative development are contained under the "Industrial Relations Review" later in the Report.

ORGANISATIONAL DEVELOPMENTS

The Executive Council are working on a range of policy documents, arising from motions adopted at previous conferences, and have established several sub-committees to work on these.

Principal among those are the Ten Year Strategy Committee, the Committee on the Elderly, the Committee on Continuing Education, and the Committee on Standards in Professional Practice.

It is worthy of note that the Executive Council are joined on those various Committees by members who, in their generosity, are giving of their time and experience in order to ensure a more informed outcome. Every member of the Organisation owes a debt of gratitude to those who give of their time, for no reward, in the interests of the development of the profession.

Various Sections also continue to meet regularly and update their knowledge and skills through their excellent Seminars, which are consistently well attended.

The Organisation's internal development also continues apace with various members of the Secretariat attending courses and educational programmes from which all will benefit.

Planning for the Executive Council elections, in May 1996, is well underway, in order to ensure a smooth operation, particularly given the reduction in the number of Executive Council members from 25 to 22.

The Organisation continued its representation on a wide range of bodies, listed at the end of this report, and added some new ones. In this way, a nursing perspective is added to policy development in a variety of social, economic and trade union matters, both nationally and internationally.

Despite all these positive developments, of course, the Organisation continues to be faced with a range of difficulties at local level. This arises, directly, because certain local managements continue to refuse to acknowledge the rights of our local representatives to participate in decision making in a manner which would ensure a more informed decision, and one which would enjoy the confidence and support of nursing staff, before same is imposed on them. The same principle applies in circumstances where services deteriorate and nurses' voices, though raised in protest, are ignored.

This attitude came to a head, in the Midland Health Board, on the matter of shortage of nursing staff in certain acute hospitals with direct implications for nursing students and levels of patient care. Our members, through a one-day strike, focused public attention on the issue, and brought about, ultimately, a satisfactory resolution, which required the intervention of the Department of Health. Such interventions in local disputes does nothing to add to the credibility of local management, despite the fact that our Organisation's representatives always attempt an internal resolution before involving national agencies.

It is to be hoped that in future years the Organisation's voice will be acknowledged as one which is spoken in moderation, but with professional and authoritative insights, and so will be heeded in the development of the service.

Notwithstanding some localised difficulties, the national Organisation continues to grow in stature and this is evidenced by such developments as the re-election of the Assistant General Secretary, Ms Lenore Mrkwicka, to the Executive Council of the Irish Congress of Trade Unions for a further two-year term, and her appointment to the Board of the Health and Safety Authority.

INTERNATIONAL AFFAIRS

The high point of the Organisation's International activities, during 1995, was, without question, the participation, by the President and General Secretary, in the Council of National Representatives' Meeting, of the International Council of Nurses, in Harare, Zimbabwe.

The five days spent with representatives from over 50 countries, from all over the world, provided an opportunity for much learning, exchange of information, and an opportunity to appreciate the quality of nursing services which we enjoy in our own country. It is worthy of record that representatives from many countries approached us, during the meetings, and either spoke with praise of Irish nurses working in their countries, or asked if there was any way we could encourage Irish nurses to go and work in some of these countries!

As part of our contribution we made a presentation on the nature and structure of our own Organisation, with particular reference to identifying the strengths which derive from having a single body to represent nurses in both their professional capacities and in terms of their pay and conditions. This presentation generated a lengthy and very constructive debate among delegates. Following the CNR we sent copies of our Rules, Nurse Representative manuals, and other general information, to representatives from African States, Middle Eastern States and some of the new European democracies.

The Council meeting adopted Resolutions on a range of issues from the elimination of female genital mutilation, through cost effectiveness and value of nursing, part-time employment, the title of nurse, nursing's voice in health policy, child labour, and the distribution and use of breast milk substitutes.

Our President subsequently received an invitation to attend and address a National Nursing Conference in Kuwait.

At the autumn meeting of the Standing Committee of Nurses in the European Union, the General Secretary was elected to the Executive of PCN. He also attended a meeting in Commissioner Flynn's office at which the whole area of public health, from a nursing perspective, was reviewed, in the context of Article 129 of the Maastricht Treaty.

PCN continues to monitor nursing and other healthcare developments in the European Union with a view to ensuring that the fullest information is available between national nursing associations so as to prevent exploitation of any groups of nurses, and to guarantee a nursing input into health care policy generally. PCN have decided to rent an office in Brussels in 1996, for the purposes of having an identifiable base from which to lobby the EU Commission, Parliament and other appropriate bodies, on matters of interest and concern to nursing.

MEETINGS WITH DEPARTMENT OF HEALTH

The Nursing Forum continued to meet on an average of once a month during the period under review. The two principal items under discussion at the Forum continue to be the extension of the "Galway Initiative" on pre-registration education and training. This, as reported elsewhere, has now been extended to Dublin City University/Beaumont Hospital and Limerick University/Limerick Regional Hospital.

The Organisation continues to press to have this facility available to all schools of nursing - not just general schools - by 1998.

Preliminary work has commenced on the establishment of a pilot project for post-registration entry to Degree Programmes along the lines envisaged when the Galway Initiative was first mooted and agreed with this Organisation.

The second principal issue - and there have been many issues raised at the Forum, is the Organisation's insistence that the Nurses' Act be amended, updated and published, in order to ensure that new Bord Altranais elections can take place early in 1997.

At the INO's request, the present Board had its term extended by one year, by the Minister, because we did not wish to have a new Board elected under the present legislation, given the amount of difficulty we have had over the past five years because of inadequate, vague and even contradictory elements in the present Act. Among our main concerns, in this regard, are the failure of the Board to give positive support to the profession through the issuing of guidelines for standards of practice; the danger to which the profession remains exposed because of the inadequate guidelines on the administration of medical preparations, and the need for protocols to address certain circumstances; and the structure, function and method of operation of the Fitness to Practice Committee.

It is worth recording that meetings of the Nursing Forum at which the Department, represented by Mr Michael Kelly, Assistant Secretary, and Ms Marjorie Deegan, meet the President and General Secretary, are always positive, open, and each meeting is an opportunity for a new exchange of information and sharing of ideas on matters from which the profession will benefit, and through which the profession may influence change in the broad sense.

Aside from the Forum, officials of the Organisation have also met with officials of the Department and sat on working parties within the Department dealing with a range of other matters, including Public Health Nursing, Practice Nursing, and the Child Care Act, for example.

MEETINGS WITH AN BORD ALTRANAIS

During the period the contact with An Bord Altranais centred around representing members at Fitness to Practise Committee Hearings, and our views on this procedure have been previously documented, and remain not just unaltered but confirmed, i.e. we are not happy with the manner in which a nurse, presenting before her peers, is treated at the Fitness to Practise Committee, particularly in the light of the litigious nature which its procedures have now taken on. It is fair to say, in our view, that Fitness to Practise has taken on a para-legal life of its own.

As noted above, we sought the extension of the life of the present Board by one year in order to have a new structure in place, under new legislation, before the next elections.

INDUSTRIAL RELATIONS REVIEW

The six months under review was dominated, in an industrial relations context, by the negotiations at national level, on our gradings and differentials pay claim under the local bargaining clause of the Programme for Competitiveness and Work.

However, this period (July to December 1995) also saw the Organisation continue to adopt an assertive stance on other workplace issues affecting nurses, i.e. staffing levels which, for example, resulted in industrial action in three acute hospitals in the Midland Health Board area. The Organisation was also involved in a number of third party referrals, all of which will be detailed later in this review.

One further noteworthy occurrence was the meeting between the Organisation and the Personnel Officers of all eight Health Boards, in the Local Government Staff Negotiations Board, in December 1995, in an attempt to bring about greater consistency and standardisation of approach on key personnel issues.

It is essential that sincere appreciation be recorded to all Branch Officers and Nurse Representatives for their efforts, on behalf of the Organisation, during this six-month period which was extremely busy between national issues, regional meetings, local meetings, and the ongoing local activities of the Organisation.

The following is a summary of important events in the period under review.

1. RESTRUCTURING PAY NEGOTIATIONS (PCW):

In July 1995, a number of meetings, both formal and informal, were held with the Management Side to consider the present state of negotiations on our outstanding pay demands under the Programme for Competitiveness and Work (PCW).

At these meetings the Organisation repeatedly stated the following:

- That discussions to date have been most disappointing with the Management Side failing, in any constructive manner, to respond to our long stated demands on behalf of all grades.
- The contrasting approach between Management in the health services and in education where, through many sources, it had become common knowledge that progress was being made on the Teacher Unions' agenda.

As a result of this unsatisfactory situation the Executive Council, at its July meeting, forwarded the following motion for consideration at the Annual Delegate Conference in September 1995.

"Conference condemns the Management Side's failure to produce any proposals in response to our Gradings and Differentials claim under the restructuring clause of the Programme for Competitiveness and Work. Furthermore, in the event of proposals not being tabled, which adequately deals with our demands by the 30th September, then the Organisation shall immediately commence the process of balloting seeking a mandate for nationwide industrial action in targeted areas."

Annual Delegate Conference - 1995

The above motion was unanimously adopted by the delegates attending the Annual Conference, following a very lengthy and heated debate which received wide publicity. Speaker after speaker called upon the Organisation to prepare for industrial action in pursuance of our legitimate objectives.

In his address to the Conference, the Minister for Health, Mr Michael Noonan T.D., invited the Organisation back to discussions and acknowledged that progress to date had been slow but that now the time was right for serious negotiations to commence.

September, October, November 1995

On Tuesday 26 September, in the offices of the Local Government Staff Negotiations Board, a further meeting was held, at the Management Side's request to develop the comments made by the Minister.

However, no firm proposals were tabled and the Management Side re-stated their broad approach to the whole issue including:

- Long Service Increments for the Staff Nurse Grade;
- New lower entry points for newly qualified nurses;
- The rationale of allowances to be examined by a small sub-committee;
- Enhanced payments for Ward Sister and all management grades, based upon a realignment of their working regime, i.e. no weekend working;
- Total available, under PCW, could not exceed £16m (3% of payroll).

The Management Side formally tabled their proposals for the commencement of certain pilot studies, in a nationwide context, aimed, in their view, at securing further information with regard to present work practices within nursing. The detail of these pilot studies are included in an Appendix to this report.

At this time the Organisation repeated its view that limiting discussions tightly within the confines of the Programme for Competitiveness and Work would simply not result in agreement and what was needed was the Management Side's acceptance that a medium term approach would be required which would be put in place, possibly by the year 2000, a restructured pay ladder and career structure for the entire nursing profession.

Further discussions took place during the month of October 1995 and in a final meeting on 8 November 1995.

Ahead of this meeting the Organisation had made it known that unless the Management Side tabled meaningful proposals, for all grades of nurses, then the talks would be suspended and the Unions would commence the process of balloting for industrial action.

At the meeting the Management Side tabled what they termed a menu of options, which could be introduced with a total cost of £10m. The main aspects of the menu included:

1) Staff Nurse Grade:

- Long Service Increments of £400 and £350 to apply after three years and six years respectively on the present maximum of scale – new maximum of scale would equal £19,057 after 15 years;
- £100 to be added to each present incremental point;
- Two new lower incremental points to be introduced £2,000 and £1,000 respectively below the present minimum point.

The above to be introduced on a phased basis in June 1996 and June 1997:

2) Ward Sister Grade:

- 6.5% increase to apply on all points of the present incremental scale;
- Reduced access to premium pay (i.e. reduced weekend working).

This to be introduced on a phased basis in June 1996 and June 1997.

3) Unit Nursing Officer, Theatre Sister, Theatre Superintendent, Night Sister, Night Superintendent, Assistant Matron and Assistant Chief Nursing Officer:

All these grades to attract a 9% special increase, on each point of the incremental scale, in addition to the 1% already given in April 1995. Same to be introduced with a 5% increase in June 1996 and a 4% increase in June 1997.

4) Senior Nurse Management Grades:

The Management Side formally tabled a rationalised 4-banded structure for Nurse Management Grades described as follows:

- Band 4 – Non Acute: Maximum of Scale June 1997 – £25,668;
- Band 3 – Less Onerous Acute: Maximum of Scale June 1997 – £28,776;
- Band 2 – Acute: Maximum of Scale June 1997 – £32,306;
- Band 1 – Flagship Hospital: Maximum of Scale June 1997 – £35,000.

The Management Side did not detail the hospitals which would fall into each category but stated that classification would depend on such factors as number of beds, number of staff, number of disciplines and number of admissions and discharges.

As these proposals did not adequately meet our demands, the Organisation, and the other Unions, withdrew from the process.

PUBLIC CAMPAIGN

On Wednesday, 15 November, the Special Standing Committee of the Executive Council met to formally adopt, monitor and co-ordinate the campaign that would now be necessary following the suspension of talks. At this meeting the following strategy was agreed:

- As the proposals tabled do not form the basis for further discussion they would be recommended for rejection;
- Immediate meetings with branch officers and nurse representatives would be held in order to update them on developments;
- Regional Meetings would be convened, in the first half of December, to maximise the level of communication with ordinary members.

This strategy was unanimously adopted by the Executive Council, at its meeting on 5 December, with the result that between mid-November and mid-December, over sixty meetings, at regional and hospital level, were convened by the Organisation aimed at updating our membership on all aspects of the pay campaign. The regional meetings took place between 5 December and 12 December and were the best attended regional meetings in the history of the Organisation.

Also at its December meeting the Executive Council formally adopted the following proposals with regard to a campaign of industrial action:

- All members in acute hospitals would be balloted in the latter half of January seeking a mandate for industrial action;
- If a mandate was obtained the campaign of action itself would be spread over a number of weeks and be regionalised;
- On the days of full industrial action in the acute hospital sector, all members working in the non-acute and community sector would be asked to participate in extended lunch hour protests;
- Members in the non-acute community hospital sectors would be balloted on industrial action once the ballots in the 41 acute hospitals had been completed.

It was also agreed that all Branches would be asked to initiate a local information campaign with their elected public representatives aimed at maximising the awareness, at political level, of the details of their demands and the seriousness of our intent.

NURSING ALLIANCE

At this time, it was formally agreed to form a Nursing Alliance with particular emphasis on generating a high public profile to the campaign and to ensure the solidarity and commitment

of all nurses was known to all interested parties. The Alliance formally consisted of the INO together with SIPTU, Psychiatric Nurses Association and IMPACT.

The following campaign was agreed:

- An Alliance Press Conference was called for 8 January 1996;
- Major regional rallies, at which members of all four unions would attend, would be convened in major cities from mid to late January, just ahead of the ballots on industrial action;
- Close co-ordination of all ballots, in locations where two or more unions have membership, in order to ensure maximum participation by members.

As we approached the end of 1995, and following the breakdown of negotiations on our pay claim, all indicators were pointing to, in the first quarter of 1996, the first nationwide campaign of industrial action of all nurses in the Irish health service.

2. OTHER NATIONAL DEVELOPMENTS

a) Meeting with Personnel Officers

On the 7 December 1995, the Organisation, for the first time, met with the Personnel Officers of all eight Health Boards to discuss the inconsistencies of approach which presently exist regarding the application of conditions of employment to nursing staff between different health agencies,

The agenda included:

- a) The failure of some Boards to notify successful candidates of their place on panels for permanent posts;
- b) The inconsistencies surrounding the application of job sharing to nurses in ward sister grades and above;
- c) Complete review of the revised incremental credit arrangements for part-time and whole time temporary nursing staff;
- d) The attitude of local management to nurse representatives as compared to shop stewards of other unions.

A very constructive debate took place on all of the foregoing with the Personnel Officers acknowledging that inconsistencies exist and that they need to outline a definitive position on such matters without undue delay.

Following the meeting, the Organisation confirmed our approach to all of the foregoing items in writing with a commitment that a full response would be received very early in 1996.

b) Lifting/Handling Instructors:

Following a very unsatisfactory series of meetings, in the North Western Health Board, the Organisation reluctantly agreed to allow discussion on issues arising from nurses training as lifting/handling instructors to be dealt with nationally under the Local Government Staff Negotiations Board.

The agreement to allow national discussions was subject to two conditions:

- i) That a claim for payment of an allowance to nursing staff undertaking such additional duties would be central to any discussions;
- ii) That nursing staff undertaking duties as instructors would be replaced, in full, in their original place of work.

By the end of 1995 no substantive progress had taken place on this matter.

3. DEPARTMENT OF HEALTH – ONGOING DEVELOPMENT:

a) Department of Health Working Group – Community Nurse:

On Wednesday, 26 July 1995, the Organisation made a verbal submission to the above Working Group set up to examine future structures for community nursing.

At this meeting the INO delegation stressed the following:

- i) That a Public Health Nurse is a Case Load Manager who should determine, following consultation with others, the care regime for each individual patient in her catchment area;
- ii) That all other grades of staff should perform duties under the direction of the Public Health Nurse;
- iii) That a grade of Community Registered General Nurse be introduced to undertake specific nursing care duties in the home;
- iv) That the Diploma Course, presently based in UCD and UCC, be substantially upgraded in the light of other educational developments within nursing.

A very lengthy and constructive discussion took place, with the Organisation's delegation sensing that the Working Group were committed to producing recommendations which would improve the whole structure of Community Nursing.

The meeting closed with the Working Group informing the Organisation that it hoped their recommendations would issue very early in 1996.

b) Working Group – Role of the Registered Mental Handicap Nurse:

In December 1995, the Mental Handicap Nurses' Section of the Organisation made a very lengthy and detailed submission to the above Working Group, set up to examine the future role and function of the Registered Mental Handicap Nurse.

In the submission the following areas were covered:

- The central role which should be played by the RMHN in service delivery;
- The future structures within which services, for the person with learning disabilities, should be provided both by health boards and voluntary agencies;
- The urgent need for a university-linked nurse education to be introduced into mental handicap nursing by Autumn of 1996;
- The urgent need to increase the number of students aiming to qualify as Registered Mental Handicap Nurses.

Throughout the submission great efforts were made to show that the word "Nurse" should not be a disadvantage to persons working in this field, but rather should signify a guarantee of professional standards and performance which was presently being lost to services for the handicapped person.

Following receipt of the written submission it was agreed that the Organisation would meet with the Working Group very early in 1996 to elaborate on all relevant details of the Group's deliberations.

4. CONCILIATION AND ARBITRATION SCHEME – ARBITRATION HEARING:

During the period under review two ad-hoc Arbitration Hearings took place, involving the Organisation, as follows:

a) Sligo General Hospital:

In the case of a dispute involving our student nurse members in Sligo General Hospital, following from a change of their duty roster, the following finding was issued, in November 1995, by Mr John O'Connell, Chairperson:

"I am of the opinion that in the light of the supernumerary status of student nurses, while on secondment to St John's and St Columba's Hospitals, their claim for continued weekend working is not sustainable.

However, having regard to the fact that no notice was given of the elimination of this source of additional earnings, I am of the opinion that payment be made to all qualifying student nurses presently in the hospital's employment but in the case of student nurses recruited after the date of this decision, that payments in question should cease.

Compensation for losses incurred should be computed on the potential loss suffered by individual students which resulted from the changed roster."

This was subsequently followed by local negotiations which resulted in retrospective payments being made to all students in Sligo General Hospital.

b) Cavan General Hospital

Following the breakdown of local negotiations the question of payment for being on-call during night duty, in Cavan General Hospital, was referred to ad hoc arbitration.

Once again, the Chairperson, Mr John O'Connell, issued the following findings:

"In the light of the greatly improved staffing arrangements put into place, since the opening of the hospital in 1989; concession of the INO's claim for a general allowance of time-off-in-lieu of breaks is not warranted.

However, on occasion, calls on staff services will be such as to result in loss of the usual break. In this event, it should be the duty of the Night Nursing Superintendent to record such loss of break and that time-off-in-lieu should be granted to the nurses involved."

This finding was received with great disappointment by the members involved and the matter is still not completely resolved with the possibility of industrial action not yet ruled out.

5. MISCELLANEOUS MATTERS

For the period under review the following local issues should be noted:

Wexford General Hospital:

Members in Wexford General Hospital balloted in favour of working to rule in the light of a 5% cutback in nursing staff allocation by health board management due to over-expenditure.

After further discussions industrial action was averted following agreement with regard to staff redeployment and the rules which would be employed in the event of additional beds being erected above the stated complement.

Peamount Hospital:

Industrial action was averted, at the last moment, in this hospital when Management agreed to the immediate employment of eight additional nursing staff to the mental handicap services provided in this institution.

Prior to agreement the Organisation had notified the local management that one day work stoppage would take place. However, within 48 hours the hospital had agreed to the additional posts despite previous months of prevarication on the issue.

Bon Secour Hospital, Dublin:

The Organisation secured agreement with the above hospital that retrospective payments would be made to members under two headings:

- a) £6,000 amongst eighteen members in lieu of incorrect payment of night duty premium;
- b) £20,000 to be paid to six members, over four years, in lieu of compensation for adjustment in on-call arrangements.

Clontarf Orthopaedic Hospital:

Agreement has been reached on the payment of £40,000, amongst ten staff, in compensation for incorrect premium and annual leave arrangements over several years.

Confined Competitions:

Towards the end of 1995 the Organisation reached agreement with the managements of Ennis General Hospital, Mallow General Hospital and Bantry General Hospital in relation to the holding of special confined competitions for the making permanent of a large number of long term temporary staff within these locations.

The importance of these agreements should not be underestimated, not only for the local people involved, but also for the precedent that is set for future negotiations with regard to the ongoing use of confined competitions for long term temporary staff.

Midland Health Board:

Following lengthy negotiations involving our members in all three acute hospitals in the Midland Region, i.e. Longford Westmeath General Hospital, Tullamore General Hospital and Portlaoise General Hospital, industrial action, involving the maintenance of essential services only, took place in November and December in pursuance of our demand for increased staffing levels in specialised units within each of three institutions.

Following days of full dispute action which was followed up by a very effective work to rule, further discussions took place with the Midland Health Board which, in the end, led to the following agreement:

- a) Nine additional permanent posts to be appointed to the hospitals (seven from 1 January 1996 and two from 1 April 1996);
- b) The assignment of each nurse would be with the agreement of the INO;
- c) A complete review of the staffing levels in all three hospitals would take place. This was to be carried out by a special team, which has received both oral and written submissions from the Organisation, and report back by 31 January 1995.

Once again it is only proper that the solidarity of the membership in all three hospitals, in pursuing the staffing objective, be noted and applauded by every member of the Organisation. The commitment which existed right through the work stoppage, the lunch hour protests and, finally, in the work-to-rule, certainly resulted in the Organisation securing additional resources which will, in the long term, alleviate some of the excessive workloads felt by our members in these hospitals.

BRANCH OFFICER/NURSE REPRESENTATIVE TRAINING PROGRAMME:

The Organisation carried out a reduced number of three-day courses for Branch Officers/Nurse Representatives in the six months under review.

This was to allow for an assessment of the programmes to date with particular reference to the changed guidelines which now exist, from ICTU, regarding the cost of running such programmes.

The Executive Council considered the whole matter on a number of occasions and it has now been decided that a restructured training regime be initiated, early in 1996, as soon as resources allow in the light of time being taken up by the national pay negotiations.

However, notwithstanding the reduction in three-day courses, the Organisation continues to hold one-day seminars on such matters as 'CV Preparation'; 'The Nurse and the Law' and 'Interview Techniques' in the light of demands tabled by individual branches.

SOCIO-ECONOMIC WELFARE COMMITTEE OF THE EXECUTIVE COUNCIL

Committee Members:

Katherine Craughwell, Ann Cody, Deirdre Gillane, Maura Callan Wulliamoz, Ann Delaney, Catherine Lyng, Edwina O'Keeffe, Nuala Rafferty, Clare Spillane.

Because of the emphasis on the national restructuring pay negotiations, the Socio-Economic Welfare Committee did not hold any meetings during the period under review. This decision was taken as the full Executive Council would have to be made aware of ongoing developments.

It is intended that the Committee will start meeting again once the industrial relations climate has returned to normal and there is a need for more in-depth analysis of ongoing policies to be carried out.

WOMEN'S COMMITTEE (REPUBLIC) OF THE IRISH CONGRESS OF TRADE UNIONS:

The Organisation is represented on the Women's Committee by Nuala Rafferty, Executive Council Member, and Lenore Mrkwicka, Assistant General Secretary.

This Committee meets on a monthly basis. The Committee continues to focus its energies in the following areas:

i) Women at Work:

Among the areas concentrated on in this section are childcare, equal pay, equality legislation and the Adoptive Leave Act of 1995.

ii) European Developments and Women Workers:

Areas of concentration included: Framework Agreement on Parental Leave; Fourth Community Action on Equal Opportunities between Women and Men; The European Trade Union Confederation; The Memorandum for Equal Pay for Equal Work.

iii) Women In Trade Unions:

Among the areas of focus were: Trade Union Education and Training for Women Workers and the Equality Network.

iv) Women and Social Issues:

Concentration in this area focused on: Women's Health, Education, Divorce, Equal Status Legislation and the United Nations 4th World Conference on Women in Beijing.

THE INTERNATIONAL LABOUR ORGANISATION:

The Irish Congress of Trade Unions was represented by Lenore Mrkwicka, Assistant General Secretary, as a Worker Delegate to the Regional Meeting of the ILO, held in Poland, in September 1995. The ILO is the United Nations' agency which deals with employment in labour market issues, and whose mission it is to improve standards and conditions of work.

EQUAL OPPORTUNITIES FOR NURSES:

This comprehensive programme for positive action was launched at the Annual Delegate Conference, in Drogheda, in September 1995.

The document sets out what a positive action programme is and the advantages of such a programme.

The document identifies the issues on which the Organisation will continue to campaign for, and it outlines the actions necessary which will assist to remove the barriers and obstacles which prevent the individual nurse from fulfilling her or his potential.

Since the launch of the Organisation's Equal Opportunities Document, discussions have taken place with the Local Government Staff Negotiations Board, seeking the adoption of an equal opportunities policy for nurses in each Health Board area. At this point in time, a draft policy has been drawn up by the Local Government Staff Negotiations Board.

IRISH CONGRESS OF TRADE UNION EXECUTIVE COUNCIL ELECTIONS, BIENNIAL CONFERENCE, TRALEE, 1995:

Lenore Mrkwicka was re-elected to the Executive Council of the Irish Congress of Trade Unions for a further two-year period.

REGISTRAR'S COMMITTEE OF THE LAW SOCIETY OF IRELAND:

Lenore Mrkwicka, Assistant General Secretary, was re-appointed in November 1995 for a further year. The Committee also deals with complaints from the public against Solicitors.

HEALTH AND SAFETY AUTHORITY:

Lenore Mrkwicka, Assistant General Secretary, has been appointed by the Minister for Labour Affairs, Eithne Fitzgerald, as an ICTU nominee, to the Board of the Health and Safety Authority.

The priorities for the next three years, from 1996 to 1998, are:

- To ensure an equal and adequate level of safety at all work places;
- To maintain vigilance in the safe handling and use of chemicals;
- To ensure that ill-health and common accidents are acted upon;
- To maintain and consolidate the legislative system;
- To develop primary prevention infrastructure, including a national information service;
- To maintain all legal, EU and international obligations;
- To manage and monitor the Authority's Programme to ensure the best use of State funds and resources.

THE EDUCATION RESOURCE CENTRE:

The Education Resource Centre has had a very productive and exciting year. It has provided the first course in distance learning for nurses wishing to become competent in management skills. This course will provide a starting point for registered nurses wishing to undertake formal education. It will provide nurses with a formal qualification in management and accreditation towards further education. It is anticipated that nurses will be able to link up with further courses, i.e. diploma, degree in the University of Limerick, or other third level colleges, by gaining exemptions based on this course, if they so wish.

However, it must be understood that the course will, in its own right, provide nurses with the requisite skills for Front Line Management.

The Education Resource Centre is presently in discussion with third level institutions regarding further courses.

CERTIFICATE IN MANAGEMENT (NURSING) – DISTANCE LEARNING

The first *Certificate in Management (Nursing)* course began in November 1995 with 30 students. This course is run jointly by the Irish Nurses Organisation and the University of Limerick (College of Business). This intake was divided up into two tutorial groupings of 15 students – one in Dublin and one in Limerick. Each group is assigned its own tutor who gives monthly tutorials, corrects assignments and acts as a mentor to the students.

The interest in the course is phenomenal which is a direct result of the flexibility of study through open/distance learning. It is also the first open/distance learning course of its kind in Ireland which directly encompasses nurses' educational needs in management skills. As a result of the huge number of applications for the course, we have decided to run it again in April 1996 and continue on a twice-yearly basis. The location of the tutorial groupings depends on where the participants live. Our aim is to accommodate students insofar as possible regarding tutorials.

The Programme:

The Certificate in Management (Nursing) offers nurses the opportunity to obtain management skills taking into consideration work, family or social commitments.

Students undertake the course through open learning. This means that:

- students can study at home or wherever they wish – there is no obligation to attend classes;
- students can study at any time they wish, to fit in with work and domestic arrangements;
- students are in control of their own learning opportunities.

Features:

It is understood that open/distance learning may be very different from any other method of study nurses have undertaken.

As a result, an important feature of this programme is the care taken in providing teaching and counselling support.

Tutorials:

At the commencement of the programme, participants decide with their tutor the schedule and timetable for tutorials. Tutors arrange with the group to be available on the telephone on a regular basis to answer questions and provide guidance to participants.

Study Groups:

Participants learn how to participate in and manage a study group which will allow them to come together in small groups between tutorials/workshops to further their learning.

Skills Workshops:

A study skills workshop will take place at the beginning of the programme to enable participants to update their study skills. These workshops also allow participants to develop individual skills such as interviewing, leadership and problem solving.

Text Material:

Participants study specially written texts covering health care management topics in depth, with exercises and activities specifically related to the health sector. This aims to enable participants to transfer their own knowledge to their daily work. Activities are placed throughout to enable the students to reflect on practices in their area of work.

Assessment/Examination:

Self-assessment questions are used in each module. An assignment accompanies each module, which is marked by the student's tutor and is part of the overall assessment. There will also be a final examination and a research project.

Qualifications:

On successful completion of the course, participants will be awarded the Certificate in Management (Nursing), accredited by the University of Limerick.

The course is designed to provide nurses with practical management skills which they can apply to their own work situation. It is also designed to provide nurses with confidence and competence in managing people, time and their environment effectively and efficiently. It provides a flexible solution to

management development for nursing staff and employers as there is no need for replacement staff or changes in duty rosters.

Content of Course:

Module One: Managing People and Time
Module Two: Selecting the Team
Module Three: Managing the Health Service
Module Four: Information Technology and Communication
Module Five: Evaluating the General Environment
Module Six: Building the Team
Module Seven: Motivating the Team
Module Eight: Law and Ethics in Nurse Management
Module Nine: Structuring and Presenting Information

MOVING INTO SENIOR MANAGEMENT

Following two very successful six-day courses for Nurse Managers, it was decided to link with the Institute of Public Administration who were involved with similar courses. The rationale for this was threefold:

1. The IPA have the resources and are a very credible institution in health care education;
2. The INO will bring a nursing perspective to the course which the IPA welcomes.
3. The Health Boards and health care institutions have a strong association with the IPA and are more likely to fund the courses.

Based on the original course designed by the INO, the IPA, in association with ourselves, have run two further courses which were very successful. Each course is evaluated and feedback from participants will be taken into consideration for the next course. We now plan to organise a further course on budgeting, activity analysis and costing of services for senior nurses. This has come about as a direct result of requests from participants on the management course.

SEMINARS ON INTERVIEW TECHNIQUES

There has been widespread interest in these seminars which are run jointly with branches at their request. These days have been very successful and participants have benefited in terms of job success. It is planned to continue these days throughout the country over the next year:

PROJECTS

There are a number of projects ongoing at the present moment and it is planned that these will be ready for the Annual Delegate Conference 1996. These projects include: the Ten Year Strategy for Nursing and Midwifery, a submission on the Needs of the Elderly for the Department of Health, the Future Direction for Nurse Tutors and Research on Nursing Activity in Mallow Hospital.

Members of the committees and individuals gave very willingly of their own time and it is to their credit that so much has been achieved.

SUBMISSIONS TO DEPARTMENT OF HEALTH

The Department of Health has been informed of the educational developments in the INO's Education Resource Centre and the plans for future developments. Our submission has been acknowledged and the Department has welcomed our involvement and suggestions in regard to continuing education for nurses.

CONTINUING EDUCATION COMMITTEE – AN BORD ALTRANAIS

An Bord Altranais set up a committee in 1994 to examine the needs of Registered Nurses in regard to continuing education. The IPA were contracted to undertake a study into the continuing educational needs of nurses and they have just completed this study and given a preliminary report to the committee. This research was conducted by means of interview, workshops, questionnaires and submissions. Each category of nursing was represented as was each Health Board. The committee are in the process of drawing up a framework document on continuing education. This document proposes to deal with the following key issues: planning, support and funding, provision, access and accreditation.

NURSE EDUCATION AND NURSING PRACTICE COMMITTEE

Because of all the projects being undertaken by other committees and sub-committees, this committee has met infrequently but will resume again, on a regular basis, as soon as the other projects have been completed.

SECTIONS

Matrons, Assistant Matrons, Home Sisters and Night Superintendents' Combined Section

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| <i>Honorary Officers:</i> | Chairperson: | Mary Duff |
| | Vice-Chairperson: | Breda Hayes |
| | Secretary: | Patrick J. Cleary |

The Section met regularly during the period under review. Attendances showed an improvement on previous years.

Considerable time was devoted to debate on pay in general and on Nurse Manager pay scales, in the context of the Gratings and Differentials Claim and PCW restructuring pay talks. Other topics considered included changes in nurse education, the revision of the Nurses' Act and An Bord Altranais.

The Officers of the Section met with Officers of Council and officials of the Organisation to explore opinions expressed at Section meetings. This was followed by a joint meeting between Officers of the Section, Officers of the Irish Matrons' Association and INO officials at which matters of mutual interest and concern were exchanged and considered.

Nurse Tutors and Clinical Teachers' Section

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| <i>Honorary Officers:</i> | Chairperson: | Mary Hodson |
| | Vice-Chairperson: | Finola O'Sullivan |
| | Secretary: | Joan Fitzpatrick |

The Section continued to be very busy during the period under review. The main activities included:

- Exploration of the implications of the current changes taking place in regard to the education and training of nurses;
- Preparation of the final draft of the Section's document "Future Directions for Nurse Tutors"
- Ten Year Strategy for Nursing
- Role of Care Assistants

In October 1995, the Officers of the Section, together with officials of the INO, met with An Bord Altranais, at the request of the Section. The main items for discussion were: review of student nurse education; student nurse assessment; with emphasis on the first year knowledge assessments and proficiency assessment; curriculum development; accreditations; entry criteria for Nurse Tutors Register; An Bord Inspections.

The Section requested An Bord to establish a working party to explore these issues further but, as yet, this has not happened.

The Section has made a detailed submission to the INO Committee on a Ten Year Strategy for Nursing, based on views and comments received from members of the Section and Nursing Schools.

Since June 1995, the Section Officers have met on four occasions to continue work on the final draft of their document on "Future Directions for Nurse Tutors". Material has been gathered from members throughout the country, and a lot of debate and discussion has been taking place as the document progressed. The document will be launched at the Annual Delegate Conference, in May 1996, and copies will be forwarded to all relevant Bodies as well as members of the Section.

In the coming year, the Section plan to publish a Newsletter for members which would stimulate debate on important topics and issues. In addition it is proposed to raise the profile of the Section by better communications and networking.

Midwives' Section

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| Honorary Officers: | Chairperson: | Ann Martin |
| | Vice-Chairperson: | Margaret Carroll |
| | Secretary: | Anna Monaghan |

The Section met twice during the six-month period under review.

Among the main topics considered were: Women's Health Issues; proposals to the INO Committee on Strategy for Nursing and Midwifery; Guidelines for Home Deliveries.

The Education sub-committee were also very active during this period and two very successful courses for Parentcraft Educators were held in October 1995, in Sligo and Cork. A two-day Midwifery Research Seminar, scheduled for September 1995, in Cork, had to be cancelled due to the very poor response despite a most interesting programme of speakers and papers having been arranged.

Plans are in train for the holding of a further joint Conference with our colleagues in the Royal College of Midwives, Northern Ireland Board.

During the year, Miss Anna Monaghan attended a meeting of the European Midwives' Liaison Committee, in Berlin, at which she was elected to the office of Vice-President.

A survey, being undertaken on the activities, responsibilities and independence of midwives within the European Union, is nearing completion.

The International Confederation of Midwives' Congress, to be held in Oslo, in May 1996, will be attended by the President of the INO, Ms Katherine Craughwell, Ms Ann Martin and Ms Mary Boyd-Glancy.

Operating Department Nurses' Section

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| Honorary Officers: | Chairperson: | Nellie Cullen |
| | Vice-Chairperson: | Sheila Byrne |
| | Secretary: | Maureen Flynn |

Meetings:

Three Section Meetings were held during the period, at the following venues:

- At Naas General Hospital, Naas, Co. Kildare. Twenty-five members attended. The meeting was preceded by a most informative presentation on the *Legal Aspects of Operating Department Nursing* given by Mr P. J. Madden. During the lecture Mr Madden outlined the source and mechanism of Irish Law, he commented that the Section's publication, *The Vital Link*, will in future be used as a substantive legal reference. He recommended that all members should become familiar with the contents of the text and particularly chapter five. Three very useful handouts were given to all attending the meeting.
- At University Hospital Cork, on 30 September 1995, forty-two members attended. The meeting was preceded by a most informative presentation on *Methicillin resistant Staphylococcus Aureus*, given by Ms Roma Ruddy, Infection Control Sister at the Mater Misericordiae Hospital. During the lecture Ms Ruddy outlined the epidemiology of the disease, the care and management of MRSA patients in hospital and particularly in the Operating Department. The presentation was followed by a very lively discussion.

At the Dublin Dental Hospital on 9 December 1995. Twenty five members attended. In light of the Christmas festivities the educational presentation was postponed. Ms Oonagh Ryan, Matron, Dublin Dental Hospital, invited the Section members to a wine reception with delicious home cooking.

- The first meeting of the new Conference planning committee was held at the Dublin Dental Hospital on 9 December 1995. The Conference is to be held in the Grand Hotel, Malahide, on 4 and 5 October 1996.
- The skill mix committee met on four occasions during the period. The work of the group is ongoing, which is to examine and make recommendations on skill mix requirements in the Operating Department. In order to establish the existing skill mix in Operating Departments the group have designed and distributed a questionnaire to every Theatre Superintendent/Theatre Sister in the 69 hospitals in Ireland with Operating Departments. The committee intend to publish the findings of their work at the next Section Conference, in October 1996.

Meetings Attended

Ms Alice Conroy, Ms Antoinette Picalidas and Ms Maureen Flynn were elected to attend the National Association of Theatre Nurses (NATN) Conference, *The Value of Working Together*, in Harrogate in October 1995. At the Conference Ms Nellie Cullen presented a gift to NATN on behalf of the Section.

Ms Ann O'Brien, Ms Ann O'Callaghan and Ms Ann Keane attended the World Conference of Operating Room Nurses, *Touching Lives Building Futures*, which was held between 10 and 15 September, in Hamburg. Ms Keane presented a paper, *Avoiding and Dealing with Medical Waste*. Following this Ms Keane made a presentation to AORN, on behalf of the Section. A copy of the Section publication *The Vital Link - Operating Department Nursing in Ireland* was given to the AORN for their Library.

Events During the Year

At the Cork meeting a proposal was made to draw up standing orders for the operation of the Section. The Section Officers drew up the orders which outline matters in relation to election of Section Officers, terms of office, Section meetings, Section finance, Section Conference, sub-committees, European Operating Room Nurses' Association and support for education. The aim of the special interest Section was defined in the following terms: "To provide a forum and network for support, communication and continuing education for Operating Department Nurses throughout Ireland."

The orders were circulated to all Section members and approved at the meeting, held in the Dublin Dental Hospital.

European Operating Room Nurses' Association: Ms Ann O'Callaghan and Ms Eileen Malone continued to represent the Section at EORNA biannual meetings, the most recent meeting was held in Hamburg between 7 and 9 September. The Czech Republic joined the Association at the meeting and discussions are taking place with Russia in relation to membership. The association will be making recommendations for the education of Operating Department Nurses in Europe. The first Conference of EORNA, *The Benefit of Teamwork*, is to be held, in Belgium, in April 1997.

Ms Malone has been asked to stand for election for president of EORNA; the elections are to be held early in 1996. The Operating Department Nurses' Section consider this request a great honour both for Ms Malone and the INO. The Section fully support Ms Malone and wish her well in the elections.

Registered Mental Handicap Nurses' Section

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| Honorary Officers: | Chairperson: | Jacinta Mulhere |
| | Vice-Chairperson: | Eamonn Ryan |
| | Secretary: | Evelyn McLoughlin |

Three meetings were held during the six-month period under review.

In addition, a number of meetings of the sub-committee of the Section were held to prepare a detailed submission to the Working Group, established by the Department of Health, to examine the role and function of the Registered Mental Handicap Nurse. The main areas covered in the submission are detailed in page 13 of the main report.

The Department responded to the submission by inviting the Organisation to meet with the Working Group, in January 1996, to elaborate, by way of an oral submission, on the key points of our written submission.

Mr Jeremy Jeffrey, Executive Council member, continues to represent the INO on NAMHI, and keeps the Executive Council and the Section up-to-date on the activities of that Association.

Paediatric Nurses' Section

The Section did not meet during the last year.

Practice Nurses' Section

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| <i>Honorary Officers:</i> | Chairperson: | Netta Williams |
| | Vice-Chairperson: | Bridget Crean |
| | Secretary: | Catherine Murphy |

This Section has been very active in the six months under review.

In addition to a meeting of the Section, in October 1995, the Officers of the Section met on three occasions. They also met with representatives of the Public Health Nurses' Section, in September 1995, for an exchange of views on matters of mutual concern and interest. A meeting of Practice Nurses was also held in Cork, in December 1995.

The main items of concern and issues addressed included:

- Pay and conditions of service for Practice Nurses;
- Practice Nurses operating outside premises of GP;
- Health Strategy Document and the extended role of the nurse;
- Practice Nurse Education;
- Vaccinations;
- Indemnity Cover.

At the time of preparation of this report, a meeting has been scheduled, for 26 January 1996, with the Department of Health, to discuss the above issues. This is the first time that the Department of Health have agreed to meet the Organisation, in relation to Practice Nurses, stating, in the past, that Practice Nurses were in private employment.

As a follow-on from the written submission, submitted by the Section, to the Department of Health Review Group on Community Nursing, representatives of the Section will be participating in an oral submission to the Review Group, on 26 January 1996.

A study day on Assertiveness Skills in Practice Nursing was organised for members of the Section, in Wynn's Hotel, Dublin, on 14 September 1995, with Ms Cecily Begley acting as Facilitator.

While the attendance was disappointing, the twenty-one members who attended all agreed that the programme was excellent and most beneficial.

The Annual General Meeting of the Section is scheduled for Thursday, 4 April 1996.

Emergency and General Nurses' Section

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| <i>Honorary Officers:</i> | Chairperson: | Ann Malley |
| | Vice-Chairperson: | Bernie Gallagher |
| | Secretary: | Deirdre O'Sullivan |

The Emergency and General Nurses Section meets once a year and more frequently if urgent issues need to be addressed. Plans are now in train to hold meetings more frequently with a view to providing an opportunity for members of the Section to consider and exchange views on issues affecting them.

Among the main issues considered during the period under review were:

- Increases due under the PCW;
- The possibility of claiming tax on the fee paid for Hepatitis B vaccination;
- Safe Lifting and Handling Course;
- Uniforms

In November 1995, a Study Day on CPR was organised for Section members which proved to be most educational and enjoyable.

Accident and Emergency Nurses' Special Interest Group

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| <i>Honorary Officers:</i> | Chairperson: | Mary Moran |
| | Vice-Chairperson: | Ann Parke |
| | Secretary: | Mary Walters |

The Section held a very successful Day Conference, in October 1995, in the Tara Towers Hotel, Dublin, which was opened by the Minister for Health, Mr Michael Noonan, TD.

Topics addressed included: "Nurses and the Law in the Accident and Emergency Department", "A Team Approach to Child Abuse", "Dealing with Aggression in the Accident and Emergency Department", "Hepatitis C", "Recognising Meningo-Coccal Meningitis in the Accident and Emergency Department".

While the workloads and practices, in Accident and Emergency Departments, are much more closely monitored following the very successful industrial action, taken in March and April 1995, in the Accident and Emergency Departments of the Mater and Beaumont Hospitals respectively, in protest against the unacceptable conditions in which patients presenting for treatment and admissions were treated, members of the Section continue to be vigilant to ensure that conditions do not worsen to unacceptable levels once again.

Orthopaedic Nurses' Section

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| <i>Honorary Officers:</i> | Chairperson: | Miriam Tancred |
| | Vice-Chairperson: | Brenda Finley |
| | Secretary: | Ann Judge |

The Section continued to meet during the period under review with the main emphasis on planning the Day Conference which took place in October 1995, in the Tara Towers Hotel, Dublin.

The Conference was opened by Ms Katherine Craughwell, President, and the topics covered were: "MRSA - A Growing Problem", "Congenital Dislocated Hip", "The Nurse and the Law", "Fractures of the Humerus". All topics were well received with very positive feedback from the 90 participants.

INO Association for the Elderly

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| <i>Honorary Officers:</i> | Chairperson: | Maureen McCann |
| | Vice-Chairperson: | Susan Batterberry |
| | Secretary: | Mary Kelly |

The principal area of activity in this Section related to the planning of the Annual Day Conference which was held in October 1995, in the Tara Towers Hotel, Dublin, and was attended by 130 nurses.

Topics presented were: "Easing the Cancer Pain in the Elderly", "The Castlereagh Project", "Legal Issues in the Care of the Elderly", "Nursing Older People and Sexuality", "Taking an Active Part". All topics were very well received and a very positive feedback was received from participants.

Superintendent Public Health Nurses' Section

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| <i>Honorary Officers:</i> | Chairperson: | Catherine Cahill |
| | Vice-Chairperson: | Sheila O'Mallie |
| | Secretary: | Elizabeth Duffy |

The Section meets on a three-monthly basis. The main items of concern and issues addressed included:

- i) Anomalies in the annual leave of Superintendent and Senior Public Health Nurses;
- ii) Reporting relationships vis-a-vis proposed new structures;
- iii) The role of the Superintendent Public Health Nurse in Domiciliary Health Care;
- iv) Delays in the filling of Senior Public Health Nursing Posts;
- v) The involvement of the Public Health Nurse in the agreement reached between the Department of Health and the Irish Medical Organisation in respect of the delivery of the Primary Childhood Immunisation Programme.

National Public Health Nurses' Section

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| <i>Honorary Officers:</i> | Chairperson: | Mary Doody |
| | Vice-Chairperson: | Elizabeth Donoghue |
| | Secretary: | Catherine Broderick |

In July 1995, representatives of the Section, together with the Deputy General Secretary, made a comprehensive oral submission to the Department of Health Review Group on Public Health Nursing. A written submission had previously been made to the Review Group, the full text of which was appended to last year's Annual Report.

The proposed introduction of a primary children's vaccination programme has been a source of concern to members throughout the country. There were no consultations with Public Health Nurses on the issue, and individual Health Boards have advised that they are not in a position to offer a compensatory package to Public Health Nurses.

Other issues that have been prominent throughout the year include:

- The continuing shortage of Public Health Nurses;
- Sponsorship of Trainee Public Health Nurses;
- Failure by Management to provide adequate cover for planned absences;
- Safety of staff when out in the community;
- Vandalism to staff cars;
- Physical conditions obtaining in Health Centres;
- Relationship with Practice Nurses.

Many other issues of a local nature arose during the period under review and were dealt with at local level.

INO Neonatal Nurses' Association

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| <i>Honorary Officers:</i> | Chairperson: | Claire McCormack |
| | Vice-Chairperson: | Mary O'Donoghue |
| | Secretary: | Mary G. Duggan |

Three meetings were held during the period under review:

No study day was held in 1995 as it was decided, earlier in the year, to hold a joint Seminar with our colleagues in Northern Ireland in 1996.

At the time of writing this report, preparations are underway for the joint Seminar which promises to be an enlightening and informative event. The Seminar is scheduled to take place in the Carrickdale Hotel, Dundalk, on 2 March 1996.

Occupational Health Nurses' Section

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| <i>Honorary Officers:</i> | Chairperson: | Mary McGee |
| | Vice-Chairperson: | Bridie Crowley |
| | Secretary: | Bernie Barry |

Four meetings of the Section were held during the period under review.

The Annual Day Conference was held on 5 October 1995, in the Tara Towers Hotel. The Conference was of particular significance as it was the first joint Conference of the Occupational Health Nurses' Section of the INO and the Association of Occupational Health Nurses. The theme of the Conference was "Competency in Health, Safety and Welfare at Work" and was opened by Mr Brian O'Shea TD, Minister of State, Department of Health.

We had three speakers for the day. The first speaker, Mr Brendan Neville, Assistant Director General, Health and Safety Authority, addressed the Conference on "Occupational Health and Safety Issues in 1996". The second speaker, Ms Johanna Ronan, Barrister at Law, spoke on "Legal Issues in Occupational Health Nursing." The afternoon was given over to Ms Elizabeth Norris, Dip. Psychotherapy, who gave a very interesting presentation on "Working Under Pressure".

The Federation of Occupational Health Nurses, within the European Union, continues to progress and to press ahead with its important role. One of its main aims is to raise the profile of Occupational Health Nursing within the EU. The Irish delegate, Ms Mary McGee, attended the fourth delegate meeting of the Federation, in Italy, in Summer 1995. The meeting was most productive and a lot of preparatory work was carried out on the publication of a FOHNEU Journal, which would include an article from each country; a leaflet on FOHNEU, and arrangements for the forthcoming Federation Conference to be held in Brussels in September 1997.

Ireland is privileged to host the next delegate meeting of the Federation, in Dublin, in March 1996. The Occupational Health Nurses' Section of the INO are currently preparing for this meeting and look forward to welcoming this prestigious group of delegates to Ireland, who are indeed our European colleagues. The Section would like to record appreciation for the assistance and support of the Organisation in hosting this event.

Army Nursing Service

A number of meetings with officials of the Department of Defence have taken place during the period under review.

The main items that have arisen are as follows:

1. Review of Defence Forces arising from report of Efficiency Audit Group. There is still no indication as to the likely impact of same on the Army Nursing Service;
2. Transferring of staff and payment of subsistence;
3. Staffing levels;
4. Roster changes;
5. Conditions of employment for nurses transferring to medical outposts.

Students' Section

Students from various Schools of Nursing met with the Organisation, on numerous occasions, during the past year. Matters discussed included:

- The introduction of the new programme for training and education of Student Nurses in University College Hospital, Galway, and its expansion, in Autumn 1995, to Regional Hospital, Limerick, and Beaumont Hospital, Dublin;
- Fitness to Practise Committee;
- Entitlements following registration;
- Interview Techniques;
- Post-registration Courses.

The student membership continues to grow and is very active in most areas.

IRISH NURSES REST ASSOCIATION

Two members from each of the following Organisations are represented on the committee: The Irish Nurses' Organisation and National Council of Nurses in Ireland, The Irish Guild of Catholic Nurses, The Irish Matrons' Association and the Superintendent Public Health Nurses' Association. The INO representatives are Anne Cody, Executive Council member and Dorothy Mullarkey, Administration Manager.

The Association is open for applications from nurses in need of convalescence or a holiday, for a limited period, who are unable to defray all the expenses they may incur, or for the provision of grants to defray other expenses incurred in the purchase of a wheelchair or other necessary medical aid.

AFFILIATIONS

The INO is affiliated to:

National:

- (i) **Irish Congress of Trade Unions**
- (ii) **Staff Panel of Local Government Conciliation and Arbitration Scheme**
Representatives: Katherine Craughwell, President; Anne Cody, 1st Vice-President; Anna Monaghan, Executive Council Member; P.J. Madden, General Secretary; Liam Doran, Deputy General Secretary; Lenore Mrkwicka, Assistant General Secretary; John Delamere, Industrial Relations Officer.
- (iii) **National Joint Council**
Representatives: P.J. Madden, General Secretary; Liam Doran, Deputy General Secretary and Lenore Mrkwicka, Assistant General Secretary.
- (iv) **Alliance of Health Unions**
Representatives: P.J. Madden, General Secretary; Liam Doran, Deputy General Secretary and Lenore Mrkwicka, Assistant General Secretary.

International:

- (i) International Council of Nurses
- (ii) The Midwives' Section of the INO is affiliated directly to the International Confederation of Midwives.

BODIES/COMMITTEES ON WHICH THE INO IS REPRESENTED:

| | | |
|-----------------------|--|---|
| National: | Irish Congress of Trade Unions Committees as follows: | |
| | Executive Council: | Lenore Mrkwicka |
| | Public Services Committee: | P.J. Madden, Liam Doran and John Delamere |
| | Third World Committee: | P.J. Madden |
| | Disputes Committee: | P.J. Madden |
| | Women's Committee (Republic): | Nuala Rafferty, Lenore Mrkwicka |
| | Retired Workers' Committee: | Peg Nealon |
| | Health and Safety Committee: | John Delamere |
| | Training and Education Committee: | Lenore Mrkwicka, John Delamere |
| | <i>ICTU Representative on the following:</i> | |
| | Institute of Public Administration Board: | P.J. Madden |
| | Employment Appeals Tribunal: | Lenore Mrkwicka |
| | Consumer Affairs Committee of ETUC: | Lenore Mrkwicka |
| | Registrar's Committee of the Law Society of Ireland: | Lenore Mrkwicka |
| | Health and Safety Authority Board: | Lenore Mrkwicka |
| | The INO is also represented on the following: | |
| | Employment Equality Agency Board: | Lenore Mrkwicka |
| | National Association for the Mentally Handicapped of Ireland: | Jeremy Jeffrey |
| | National Women's Council: | Siobhan Mc Sweeney |
| | | Maureen Magee |
| | Nursing Forum (Department of Health): | Katherine Craughwell, P.J. Madden |
| | Review Group (Department of Health), Community Nursing Services: | Una Doherty |
| International: | ICN Council of National Representatives: | Katherine Craughwell, P. J. Madden |
| | Standing Committee of Nurses of EC (PCN) | P.J. Madden |
| | European Healthcare Management Association (EHMA) | Katherine Craughwell |
| | European Midwives' Liaison Committee | Anna Monaghan |
| | EU Advisory Committee on Training in Nursing | |
| | EU Advisory Committee on Training in Midwifery | |

While delegates to the two Advisory Committees are ultimately nominated by the Minister for Health, we are pleased that the delegates to the Committees are INO members, namely Patrice O'Sullivan, Principal Tutor, Mater Hospital, and Anna Monaghan, Principal Tutor, Rotunda Hospital, respectively.

BENEVOLENT FUND

Grants from the Benevolent Fund, in response to applications to provide assistance to members and retired members who find themselves in particularly difficult circumstances, amounted to £3,250 for the six months ended December 1995.

PUBLICATIONS

World of Irish Nursing

Editorial Board: Katherine Craughwell, Anne Cody, Ann Martin, Anna Monaghan and P. J. Madden, Editor

We are pleased to record that the feedback from members continues to be positive and complimentary regarding the World of Irish Nursing.

The new type journal, which commenced in March/April 1995, carries industrial relations news items; education news; a round-up of news items with an Irish nursing interest; a miscellany of news and research from International nursing and medical journals, career focus articles, articles on personal finance as well as diary of meetings and events from around the country.

In addition to the World of Irish Nursing, regular circulars to Branch Officers, Section Officers and Nurse Representatives were issued from the General Secretary and Deputy General Secretary to ensure that members were fully briefed on issues as they developed.

INO STAFF

We wish to express deep appreciation of the very hard work and commitment of the staff, both at Headquarters and at regional level, during the year under review.

HONORARY OFFICERS

It gives us great pleasure to have this opportunity to place on record our very sincere gratitude to all our Honorary Officers and Nurse Representatives for their generosity in giving of their time and talents and without whose excellent liaison work the INO could not develop. To those currently in office and to those who have now resigned we are most grateful. A list of current officers is appended to the Report.

GOVERNMENT DEPARTMENTS/OTHER BODIES

We formally express our appreciation of the courtesy shown to us by the Minister for Health and his Officials, the Department of Enterprise and Employment and other Government Departments, by Health Authorities and other Health Agencies, by the Local Government Staff Negotiations Board, Labour Court Officers, Labour Relations Commission, IBEC, and by Officers of An Bord Ailtranaís and the Irish Congress of Trade Unions.

THE PRESS, RADIO AND TELEVISION

We are grateful to the media for the generous coverage given to our activities during the year under review.

Signed: Katherine J. Craughwell
Katherine Craughwell, President

P. J. Madden
P. J. Madden, General Secretary

APPENDIX A

SECRETARIAT

| | |
|--|---|
| General Secretary: | P. J. Madden, MA RPN |
| Deputy General Secretary: | Liam Doran, BA RGN RMHN |
| Assistant General Secretary: | Lenore Mrkwicka, MA RGN |
| Education and Research Officer: | Annette Kennedy, BSc BNS |
| Administration Manager: | Dorothy Mullarkey |
| Industrial Relations Officers: | |
| Eastern Health Authority and Other Dublin Health Agencies/Sections: | Rory Costello, RPN |
| Mid-Western and Midland Health Authority Regions: | Deirdre Gillane, RGN |
| North Eastern Health Authority Region and some Dublin Health Service Agencies: | John Delamere RPN |
| North Western and Western Health Authority Regions: | Cora O'Rourke, RGN RM RPHN |
| South Eastern Health Authority Region and some Dublin Health Agencies | Gobnait O'Connell, RGN |
| Southern Health Authority Region: | Mary Power, RGN RM |
| Recruitment and Promotion Officer: | Kathy Foy, RSCN |
| Information Officer: | Helen Brady |
| Accounting Officer: | Mary Corr |
| Personal Assistant to General Secretary: | Ann Keating |
| Secretaries: | Edel Bose Phylis Foody Helen O'Connell Marian Godley |
| Assistant to Education and Research Officer: | Karen Granville |
| Membership Services Officer: | Kevin Downey |
| Accounts Assistant: | Una O'Brien |
| Accounts Clerk: | Dolores Proudfoot |
| Telephonist/Receptionist: | Catherine Hopkins |

APPENDIX B

For your information the following is a broad outline of the Pilots as tabled by Management:

PILOT 1:

Rostering/Efficient Use of Available Resources to examine and revise duty rosters with specific reference to shortening the daily periods when more than one shift/team of nurses are on duty simultaneously.

To present pilot proposals that will achieve more effective development of nursing staff, while ensuring high quality of care within current resources.

Possible Locations: St James', St Vincent's and one health board hospital.
Length: Eight months.

PILOT 1 (b) – ROSTERING IN PSYCHIATRIC HOSPITAL:

To examine, devise and pilot rosters, having regard to the objective of maximising the match between available nursing resources and activity levels.

Probable Locations: To be decided.
Length: Eight months.

PILOT 2 – ANNUALISED HOURS/FLEXIBLE DEPLOYMENT:

To plan, implement and evaluate flexible rosters and annualised hours.

Probable Location: Holles Street.
Length: Twelve Months.

PILOT 3(a) – SKILL MIX:

To examine the financial implications of rostering and skill mix decisions in a 64-bedded surgical unit.

Probable Location: Letterkenny General Hospital.
Length: Six Months.

PILOT 3 (b) – SKILL MIX:

Workload measurement analysis to examine workloads/staffing requirement, identify trends and variations in workload and facilitate manpower planning etc.

Probable Location: Major Paediatric Hospitals.
Length: Six Months.

PILOT 3 (c) – SKILL MIX:

Nursing activity analysis to measure workload/staffing requirement in hospital and community settings – having regard to developments in psychiatric nurse training.

Probable Locations: Psychiatric Hospital (S) and Community Services.
Length: Six Months.

PILOT 4 – ROLE OF WARD SISTER:

Examine present role and duties of the ward sister with reference to managerial/clinical functions in the context of devolving budgets and current attendance arrangements.

Probable Locations: Two or three health board hospitals.
Length: Six/Eight Weeks.

APPENDIX C

THE IRISH NURSES ORGANISATION AND NATIONAL COUNCIL OF NURSES OF IRELAND

REPORTS AND FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30th SEPTEMBER 1995

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**THE IRISH NURSES ORGANISATION AND
NATIONAL COUNCIL OF NURSES IN IRELAND**

STATEMENT OF EXECUTIVE COUNCIL'S RESPONSIBILITIES

The rules of the Organisation require the Executive Council to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Organisation and of the profit or loss of the Organisation for that year. In preparing those financial statements the Executive Council are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Organisation will continue in business.

The Executive Council is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Organisation. It is also responsible for safeguarding the assets of the Organisation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**REPORT OF THE AUDITORS TO THE MEMBERS
of
THE IRISH NURSES ORGANISATION AND
THE NATIONAL COUNCIL OF NURSES OF IRELAND**

We have audited the financial statements set out on pages iv to vi which have been prepared under the accounting policies set out on page iv.

Respective Responsibilities of the Executive Council

As described on page ii, the Executive Council are responsible for the preparation of financial statements. It is our responsibility to form an independent opinion, based on our audit, on those statements and to report our opinion to you.

Basis of Opinion

We conducted our audit in accordance with Auditing Standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the Organisation in the preparation of the financial statements, and of whether the accounting policies are appropriate to the Organisation's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable reassurances that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statement.

Opinion

In our opinion, the financial statements give a true and fair view of the state of the Organisation's affairs at 30th September 1995 and of its profit for the period then ended.

In our opinion, proper books of account have been kept by the Organisation. The financial statements are in agreement with the books of account.

We have obtained all the information and explanations we consider necessary for the purposes of our audit.

DELOITTE & TOUCHE
*Chartered Accountants and
Registered Auditors*
Deloitte & Touche House
Earlsfort Terrace
Dublin 2

Date: 12th March 1996

**THE IRISH NURSES ORGANISATION AND
NATIONAL COUNCIL OF NURSES OF IRELAND**

**STATEMENT OF ACCOUNTING POLICIES
FOR THE PERIOD ENDED 31st SEPTEMBER 1995**

The following accounting policies are applied consistently in dealing with items which are considered material in relation to the Organisation's financial statements.

ACCOUNTING CONVENTION

The financial statements have been prepared under the historical cost convention.

BASIS OF ACCOUNTING

The financial statements of the Organisation have been prepared on the accruals basis of accounting and reflect the results for the year and financial position at the year end of the Organisation as represented by its General Fund.

STOCKS

Stocks are valued at the lower of cost and net realisable value. Cost represents suppliers' invoice cost.

FIXED ASSETS

Fixed assets are stated at cost less accumulated depreciation.

DEPRECIATION

Depreciation is calculated to write off the fixed assets over their estimated useful lives at the following annual rates:

| | |
|------------------------|----------------------|
| Furniture and fittings | 10% reducing balance |
| Office equipment | 10% reducing balance |

INCOME

Income is accounted for on an accrual basis.

LEASING

Leasing charges are written off to the income and expenditure account as incurred.

**THE IRISH NURSES ORGANISATION AND THE
NATIONAL COUNCIL OF NURSES OF IRELAND**

**GENERAL FUND INCORPORATING THE EDUCATIONAL FUND AND
BENEVOLENT FUND APPROPRIATION ACCOUNT**

FOR THE PERIOD ENDED 30TH SEPTEMBER 1995

| | Note | 9 Months to 30/9/1995 IR£ | 12 Months to 31/12/1994 IR£ |
|--|------|---------------------------------|-----------------------------------|
| Surplus for the period before taxation | | 77,174 | 37,378 |
| Taxation | 1 | (7,160) | (9,189) |
| Surplus for the period after taxation | | 70,014 | 28,189 |
| Accumulated reserves brought forward | | <u>337,920</u> | <u>309,731</u> |
| Accumulated reserves carried forward | | <u>407,934</u> | <u>337,920</u> |

BALANCE SHEET AS AT 30TH SEPTEMBER 1995

| | Notes | 30/9/95 IR£ | 31/12/1994 IR£ |
|---|-------|----------------|-------------------|
| FIXED ASSETS | | | |
| Tangible Assets | 2 | 105,352 | 107,157 |
| Financial Assets | 3 | <u>399,610</u> | <u>384,604</u> |
| | | <u>504,962</u> | <u>491,761</u> |
| CURRENT ASSETS | | | |
| Cash at Bank and on Hand | | 424,650 | 389,599 |
| Building Society Investment | | 5,477 | 2,707 |
| Expense Stocks | | 25,565 | 22,601 |
| Debtors and prepayments | 4 | <u>207,480</u> | <u>168,235</u> |
| | | <u>663,172</u> | <u>583,142</u> |
| CREDITORS (Amounts falling due within one year) | 5 | <u>151,849</u> | <u>137,294</u> |
| NET CURRENT ASSETS | | <u>511,323</u> | <u>445,848</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | 1,016,285 | 937,609 |
| OTHER LIABILITIES | | | |
| CREDITORS (Amounts falling due after more than one year) | 6 | <u>608,351</u> | <u>599,689</u> |
| NET ASSETS | | <u>407,934</u> | <u>337,920</u> |

REPRESENTED BY:

CAPITAL AND RESERVES

General Fund incorporating Educational,
Benevolent and Building Funds reserves

407,934

337,920

The financial statements, which include the notes on page vi, were approved by the Executive Council and signed by the President and General Secretary on behalf of the Union on 12th March 1996.

Katherine J. Craughwell

President: Katherine J. Craughwell

P.J. Madden

General Secretary: P.J. Madden

**THE IRISH NURSES ORGANISATION AND
NATIONAL COUNCIL OF NURSES OF IRELAND**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 30th SEPTEMBER 1995**

| | | 9 Months to 30/9/95 IR£ | 12 Months to 31/12/94 IR£ |
|---|---|-------------------------------------|---------------------------------|
| 1. TAXATION | | | |
| Based on interest earned for the period | | | |
| Income tax payable | | <u>7,160</u> | <u>9,189</u> |
| The Organisation has been granted exemption on all income with the exception of interest and dividend income. | | | |
| 2. TANGIBLE ASSETS | | | |
| | Furniture and Fittings IR£ | Office Equipment IR£ | Total IR£ |
| Cost: | | | |
| At 1/1/1995 | 77,896 | 111,824 | 189,720 |
| Additions | <u>410</u> | <u>6,327</u> | <u>6,737</u> |
| At 30/9/1995 | <u>78,306</u> | <u>118,151</u> | <u>196,457</u> |
| Accumulated depreciation: | | | |
| At 1/1/1995 | 38,988 | 43,575 | 82,563 |
| Charge for period | <u>2,949</u> | <u>5,593</u> | <u>8,542</u> |
| At 31/12/1994 | <u>41,937</u> | <u>49,168</u> | <u>91,105</u> |
| Net book amount: | | | |
| At 30/9/1995 | <u>36,369</u> | <u>68,983</u> | <u>105,352</u> |
| At 31/12/1994 | <u>38,908</u> | <u>68,249</u> | <u>107,157</u> |
| 3. FINANCIAL ASSETS | | 30/9/1995 IR£ | 31/12/1994 IR£ |
| Investments at cost | | <u>399,610</u> | <u>384,604</u> |
| The market value of these investments is IR£408,349 (1994: IR£387,273). | | | |
| 4. DEBTORS AND PREPAYMENTS | | 30/9/1995 IR£ | 31/12/1994 IR£ |
| Amounts falling due within one year: | | | |
| Contribution debtors | | 105,559 | 101,343 |
| Prepayments | | 73,392 | 42,199 |
| Sundry debtors | | <u>28,529</u> | <u>24,693</u> |
| | | <u>207,480</u> | <u>168,235</u> |
| 5. CREDITORS (Amounts falling due within one year) | | 30/9/1995 IR£ | 31/12/1994 IR£ |
| Contribution creditors | | 57,152 | 47,882 |
| Contribution accrual | | 2,117 | 1,483 |
| Accruals | | 53,649 | 60,516 |
| Taxation payable | | 2,514 | 2,551 |
| Sundry creditors | | <u>36,417</u> | <u>24,862</u> |
| | | <u>151,849</u> | <u>137,294</u> |
| 6. CREDITORS (Amounts falling due after more than one year) | | 30/9/1995 IR£ | 31/12/1994 IR£ |
| Irish Nurses Council Limited | | <u>608,351</u> | <u>599,689</u> |

**THE IRISH NURSES ORGANISATION AND
NATIONAL COUNCIL OF NURSES OF IRELAND**

**SCHEDULE 1: INCOME AND EXPENDITURE ACCOUNT INCORPORATING THE
CENTRAL FUND, BENEVOLENT FUND AND EDUCATIONAL FUND
FOR THE PERIOD ENDED 30th SEPTEMBER 1995**

| | 9 Months to 30/9/1995 IR£ | 12 Months to 31/12/1994 IR£ |
|--|---------------------------------|-----------------------------------|
| INCOME | | |
| Contributions | 855,124 | 1,079,846 |
| Deposit interest | 17,489 | 20,833 |
| Investment income | 9,450 | 9,450 |
| Seminars and refresher courses | 9,962 | 18,400 |
| Commission | 1,212 | 1,432 |
| Benevolent subscriptions | 3,783 | 283 |
| Nurses representative training courses | 10,000 | 17,000 |
| Gain (loss) on investments | 11,075 | (24,203) |
| | <u>918,095</u> | <u>1,123,041</u> |
| EXPENDITURE | | |
| Salaries | 440,596 | 514,000 |
| Staff superannuation | 34,779 | 40,750 |
| Indemnity insurance | 45,086 | 47,880 |
| General insurance | 2,283 | 1,753 |
| Organisation and travel | 46,607 | 63,392 |
| Annual delegate meeting | 12,395 | 51,849 |
| Executive council expenses | 12,236 | 25,157 |
| Overseas and international expenses | 10,066 | 6,825 |
| Seminars and refresher courses | 10,277 | 17,246 |
| Nurses representative training courses and regional meetings | 11,742 | 27,329 |
| Hire of hotel rooms for meetings | 927 | 1,416 |
| Capitation and affiliation fees | 20,929 | 25,582 |
| Branch expenses | 8,000 | 10,707 |
| Office equipment maintenance and repairs | 10,712 | 14,008 |
| Leasing - office equipment | 4,907 | 5,755 |
| Postage | 18,466 | 30,526 |
| Advertising, stationery and printing | 19,343 | 22,743 |
| Light and heat | 3,398 | 4,658 |
| Telephone | 26,677 | 30,696 |
| Rates | 8,184 | 27,668 |
| Repairs and renewals | 3,588 | 15,424 |
| Audit and accountancy | 6,120 | 6,336 |
| Literature | 1,158 | 2,825 |
| Benevolent grants | 950 | 3,100 |
| Staff development | 2,827 | 3,336 |
| Subscriptions and donations | 1,000 | 25 |
| Cleaning expenses | 5,472 | 6,994 |
| Legal and professional fees | 4,142 | 1,100 |
| Bank interest and charges | 1,391 | 2,779 |
| Depreciation | 8,542 | 11,906 |
| Sundries | 9,607 | 9,944 |
| I.C.T.U. expenses | 3,600 | 2,901 |
| Library expenses | - | 532 |
| Courier, taxi service | 2,080 | 2,406 |
| President's expenses | 935 | 777 |
| Journals | 33,435 | - |
| Education and research - office management | 4,769 | 38,358 |
| Commission - IBI | 1,084 | 964 |
| Badges | 2,611 | 6,016 |
| | <u>840,921</u> | <u>1,085,663</u> |
| SURPLUS FOR THE PERIOD BEFORE TAXATION | <u>77,174</u> | <u>37,378</u> |

**THE IRISH NURSES ORGANISATION AND
NATIONAL COUNCIL OF NURSES OF IRELAND**

**SCHEDULE 2: BENEVOLENT FUND INCOME AND EXPENDITURE ACCOUNT
FOR THE PERIOD ENDED 30th SEPTEMBER 1995**

| | 9 Months to 30/9/1995 IR£ | 12 Months to 31/12/1994 IR£ |
|-------------------------------------|---------------------------------|-----------------------------------|
| INCOME | | |
| Contributions | 3,783 | 283 |
| Building Society Interest | <u>27</u> | <u>78</u> |
| | <u>3,810</u> | <u>361</u> |
| EXPENDITURE | | |
| Benevolent grants | 950 | 3,100 |
| Bank charges | <u>-</u> | <u>6</u> |
| | <u>950</u> | <u>3,106</u> |
| SURPLUS (DEFICIT) FOR PERIOD | <u>2,860</u> | <u>(2,745)</u> |

APPENDIX D

BRANCH OFFICERS - CURRENTLY IN OFFICE

| BRANCH | CHAIRPERSON | VICE-CHAIRPERSON | SECRETARY | TREASURER |
|--------------|--|--|--|--|
| ATHLONE | Mrs Katherine Samuels Athlone District Hospital Athlone Co. Westmeath | | Mrs Margaret O'Cluaid Athlone District Hospital Athlone Co. Westmeath | Ms Margaret Casey Athlone District Hospital Athlone Co. Westmeath |
| ATHY | Mrs Maria Keatley St Vincent's Hospital Athy Co. Kildare | Mrs Julie Meally St Vincent's Hospital Athy Co. Kildare | Mrs Catherine Fingleton St Vincent's Hospital Athy Co. Kildare | Miss Mary Dunne St Vincent's Hospital Athy Co. Kildare |
| BALLINA | Mrs Helen Rutledge St Augustine's Welfare Home Ballina Co. Mayo | Ann Flynn Ballina District Hospital Ballina Co. Mayo | Mrs Sheila McAndrew District Hospital Belmullet Co. Mayo | Mrs Ita Timlin St Augustine's Welfare Home Ballina Co. Mayo |
| BALLINASLOE | Ms Ethel Leonard Portiuncula Hospital Ballinasloe Co. Galway | Ms Bridget McLoughlin Portiuncula Hospital Ballinasloe Co. Galway | | Mrs Mary Fallon Portiuncula Hospital Ballinasloe Co. Galway |
| BALLYSHANNON | Mrs Frances Loughlin Shell Hospital Ballyshannon Co. Donegal | Ms Noelle Elizabeth Ward Shell Hospital Ballyshannon Co. Donegal | Ms Elizabeth McGrath Shell Hospital Ballyshannon Co. Donegal | Ms Audrey Sheerin Shell Hospital Ballyshannon Co. Donegal |
| BANTRY | Ms Mary Holland-O'Donovan Bantry County Hospital Bantry Co. Cork | | Mrs Deborah Downey Bantry County Hospital Bantry Co. Cork | Mrs Maura C. O'Brien Bantry County Hospital Bantry Co. Cork |
| CARLOW | Mrs Hannah McCartney Sacred Heart Home Carlow | Ms Kathleen McGarry Sacred Heart Home Carlow | Ms Veronica O'Boyle Sacred Heart Home Carlow | Mrs Iris Byrne Carlow District Hospital Carlow Town |
| CARNDONAGH | Mrs Eileen Farren District Hospital Carndonagh Co. Donegal | Ms Sarah Marie Grant District Hospital Carndonagh Co. Donegal | Ms Rita McCrossan James Connolly Centre Carndonagh Co. Donegal | Ms Margaret Mary Gilmore District Hospital Carndonagh Co. Donegal |
| CASHEL | Miss Josephine Tobin Our Lady's Hospital Cashel Co. Tipperary | Mrs Mary Fanning Our Lady's Hospital Cashel Co. Tipperary | Mrs Mary Roche Our Lady's Hospital Cashel Co. Tipperary | Mrs Ellen Gleeson Our Lady's Hospital Cashel Co. Tipperary |
| CASTLEBAR | Mrs Geraldine M. Ivers Mayo General Hospital Castlebar Co. Mayo | Mrs Eileen P. McNicholas Mayo General Hospital Castlebar Co. Mayo | Mrs Mary Kelly Mayo General Hospital Castlebar Co. Mayo | |
| CAVAN | Mrs Ann McGauran St Felim's Hospital Cavan | | Mrs Catherine Pat Allen Cavan General Hospital Cavan | Mrs Christine Smith Cavan General Hospital Cavan |
| CLARE | Anne Reiman St Joseph's Hospital Ennis Co. Clare | Martha Hession St Joseph's Hospital Ennis Co. Clare | Patricia Cawley Ennis Hospital Ennis Co. Clare | Josephine McGrath St Joseph's Hospital Ennis Co. Clare |

| | | | | |
|---------------------------|--|--|---|---|
| CLONAKILTY/ SKIBBEREEN | Mrs Eileen Mary O'Regan Mount Carmel Hospital Clonakilty Co. Cork | | Mrs Mirlam Nolan District Hospital Skibbereen Co. Cork | Ms Kay Ronan District Hospital Skibbereen Co. Cork |
| CLONMEL | Miss Josephine Hickey St Joseph's Hospital Clonmel Co. Tipperary | | Ms Kathleen Dempsey St Joseph's Hospital Clonmel Co. Tipperary | Mrs Frances O'Brien St Joseph's Hospital Clonmel Co. Tipperary |
| CORK CITY | Mr George Power COPE Foundation Montenotte Cork | Margaret Frahill Mercy Hospital Cork | Margaret Shanahan South Infirmary Cork | Mary Healy South Infirmary Cork |
| DROGHEDA | Ms Winifred Mary Collier St Mary's Hospital Dublin Road Drogheda Co. Louth | Mrs Maria J. Callaghan Our Lady of Lourdes Hospital Drogheda Co. Louth | Mrs Anne Keane Boyne View Welfare Home Drogheda Co. Louth | Mrs Anne Monica Allen Our Lady of Lourdes Hospital Drogheda Co. Louth |
| DUBLIN | Miss Lily Mc Peake 6 Ulivert Road Dalkey Dublin 4 | Ms Barbara Haslam 31 Riverdale Leixlip Co. Kildare | Ms Mary Kelly Meath Hospital Dublin 8 | Mrs Mary J. Cotter Meath Hospital Heytesbury Street Dublin 8 |
| BEAUMONT HOSPITAL | Mrs Ita Tighe Beaumont Hospital Beaumont Road Dublin 9 | Miss Patricia Kearns Beaumont Hospital Beaumont Road Dublin 9 | Ms Mary M Devlin Beaumont Hospital Beaumont Road Dublin 9 | Mrs Mary Power-O'Daly Beaumont Hospital Beaumont Road Dublin 9 |
| DUNDALK | Ms Patricia Maguire Louth County Hospital Dublin Road Dundalk Co. Louth | | Mrs Margaret Maeve Curley Louth County Hospital Dublin Road Dundalk Co. Louth | |
| GALWAY | Mrs Noreen Muldoon Galvia Hospital Renmore Galway | Mrs Maureen Lydon St Francis' Home (Welfare Home) Newcastle Galway | Ms Mary Carney Merlin Park Hospital Galway | Mrs Pamela Davis Galway University College Hospital Newcastle Road Galway |
| KILDARE/ NAAS | Mrs Helen Buckley Naas County Hospital Naas Co. Kildare | Mrs Mary Keenan Ardsall Carbury Co. Kildare | Mrs Maria Hoban Naas County Hospital Naas Co. Kildare | Ms Mary Frances Smullen Naas County Hospital Naas Co. Kildare |
| KILKENNY | Miss Pauline Biggane St Luke's Hospital Kilkenny | Miss Anne Marie Kelly St Luke's Hospital Kilkenny | Miss Mary Pat Brennan St Luke's Hospital Kilkenny | Miss Elizabeth Dunne St Luke's Hospital Kilkenny |
| KILLARNEY | Nora Mac Kessy Killarney District Hospital Killarney Co. Kerry | Helen Costelloe Killarney District Hospital Killarney Co. Kerry | Mrs Eileen G. Breen St Columbanus Home Killarney Co. Kerry | Maura Friel-O'Leary St Columbanus Home Killarney Co. Kerry |
| LAOIS | Ms Sheila Mary Bourke General Hospital Portlaoise Co. Laois | | Ms Anne Sarah Delaney General Hospital Portlaoise Co. Laois | Ms Mary M. Mangan St Brigid's Hospital Shaen Co. Laois |

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| LEITRIM | Mrs Anne Marion Cox District Hospital Carrick-on-Shannon Co. Leitrim | Bridie Gannon District Hospital Carrick-on-Shannon Co. Leitrim | Mrs Irene Argue District Hospital Carrick-on-Shannon Co. Leitrim | Mrs Geraldine Bohan District Hospital Carrick-on-Shannon Co. Leitrim |
| LETTERKENNY | Abina McMenamin General Hospital Letterkenny Co Donegal | Ms Therese Gallagher General Hospital Letterkenny Co Donegal | Georgina Reilly General Hospital Letterkenny Co Donegal | Mrs Kathleen McKeague General Hospital Letterkenny Co Donegal |
| LIMERICK | Mrs Carol Henebry Orthopaedic Hospital Croom Co. Limerick | Mrs Catherine McCormack St Camillus' Hospital Limerick | Miss Mary Rose Carroll St John's Hospital St John's Square Limerick | Mrs Mary O'Brien Orthopaedic Hospital Croom Co. Limerick |
| LONGFORD | Mrs Breda Murtagh St Joseph's Hospital Longford | Mrs Elizabeth Donohoe St Joseph's Hospital Longford | Mrs Bernadette Murtagh St Joseph's Hospital Longford | Mrs June Belton St Joseph's Hospital Longford |
| LOUGHREA | | | | Mrs Teresa Sheehan "College House" The Pines Creagh Ballinasloe, Co Galway |
| MALLOW | Elizabeth O'Connell County Hospital Mallow Co. Cork | | Mrs Mary J. Ryan County Hospital Mallow Co. Cork | Mrs Anne Mary Jackson District Hospital Fermoy Co. Cork |
| MEATH | Mrs Davnett Madden Our Lady's Hospital Navan Co. Meath | Mrs Susan J. Faulkner Our Lady's Hospital Navan Co. Meath | Mrs Evelyn M. Maguire St Joseph's Hospital Trim Co. Meath | Miss Miriam Tancred Our Lady's Hospital Navan Co. Meath |
| MONAGHAN | Mrs Mary Rose Craig General Hospital Monaghan | Mrs Geraldine McGuire St Mary's Hospital Castleblayney Co. Monaghan | Mrs Deirdre Drum General Hospital Monaghan | Mrs Catherine Quigley General Hospital Monaghan |
| MULLINGAR | Mrs Catherine Tormey Longford Westmeath General Hospital Mullingar Co. Westmeath | | Sr Anne Marie Haverly Longford Westmeath General Hospital Mullingar Co. Westmeath | Miss Ann Farrell St Mary's Hospital Mullingar Co. Westmeath |
| OFFALY | Mrs Kathleen P. Garvey General Hospital Tullamore Co. Offaly | | Mrs Margaret Carton General Hospital Tullamore Co. Offaly | Ms Constance Patterson Rahan Road Tullamore Co. Offaly |
| ROSCOMMON | Mrs Deirdre G. Harrington Plunkett Home Boyle Co. Roscommon | | Mrs Bridie Casey Roscommon County Hospital Roscommon | Mrs Helena I. Stephens Sacred Heart Home Roscommon |
| SLIGO | Mrs Breda McHugh St John's Hospital Ballytivnan Sligo | Mrs Elizabeth McTiernan Sligo General Hospital The Mall Sligo | Mrs Delia McDevitt Sligo General Hospital The Mall Sligo | Mrs Mary Melvin St John's Hospital Ballytivnan Sligo |
| TIPPERARY NORTH | Mrs Maura Byrne County Hospital Nenagh Co. Tipperary | Mrs Margaret Anne Finn County Hospital Nenagh Co. Tipperary | Mrs Ursula J. Paine Hospital of the Assumption Thurles Co. Tipperary | Mrs Mary B. Richardson Hospital of the Assumption Thurles Co. Tipperary |

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| TRALEE | Mrs Margaret Griffin General Hospital Tralee Co. Kerry | Ms Elizabeth Gallivan General Hospital Tralee Co. Kerry | Miss Patricia Tangney General Hospital Tralee Co. Kerry |
| WATERFORD | Mrs Brigid Ann Burke St Joseph's Hospital Dungarvan Co. Waterford | Mrs Breda M. Deasy Regional Hospital Ardkeen Co. Waterford | Mrs Patricia Sullivan Regional Hospital Ardkeen Co. Waterford |
| WEXFORD | Mrs Kathleen Nolan General Hospital Wexford | Miss Geraldine O'Donoghue General Hospital Wexford | Mrs Mary Kerr General Hospital Wexford |
| WICKLOW | Ms Ann Therese McCarthy St Colman's Hospital Rathdrum Co. Wicklow | Mrs Tracy Louise Linnane St Colman's Hospital Rathdrum Co. Wicklow | Mrs Mary Bridget Hayes District Hospital Baltinglass Co. Wicklow |
| | | | Ms Jennifer Bollard "Wine Tavern" Stratford-on-Slaney Co. Wicklow |

APPENDIX E

SECTION OFFICERS - CURRENTLY IN OFFICE

| SECTION | CHAIRPERSON | VICE CHAIRPERSON | SECRETARY |
|--|---|--|---|
| Matrons/Assistant Matrons/ Home Sisters/Night Superintendents | Mary Duff Director of Nursing Louth County Hospital Dundalk Co. Louth | Breda Hayes Asst. Director of Nursing St. Mary's Hospital Phoenix Park Dublin 20 | Patrick Cleary Director of Nursing Nenagh Hospital Co. Tipperary |
| Nurse Tutors/ Clinical Teachers | Mary Hodson School of Nursing General Hospital Sligo | Finola O'Sullivan School of Nursing University Hall Cork | Joan Fitzpatrick Adelaide Hospital Peter Street Dublin 8 |
| Midwives | Ann Martin University College Hospital Galway | Mary Boyd Glancy University College Hospital Galway | Sheila Sugrue Tutor Coombe Women's Hospital Dublin 8 |
| Operating Room Nurses | Ellen Cullen Wexford General Hospital Wexford | Sheila Byrne Orthopaedic Hospital Finglas Dublin 11 | Maureen Flynn St Vincent's Hospital Elm Park, Dublin 4 |
| Registered Mental Handicap Nurses | Jacinta Mulhere St Vincent's Centre Navan Road Dublin 7 | Eamonn Ryan Brothers of Charity Service Bawnmore Centre Limerick | Evelyn McLoughlin Cregg House Sligo |
| Paediatric Nurses | Maureen Magee Our Lady's Hospital Crumlin Dublin 12 | Roisin Mary Meenan Children's Hospital Temple Street Dublin 1 | Bernadette Cunningham Children's Hospital Temple Street Dublin 1 |
| Supt and Senior Public Health Nurses | Catherine Cahill 75 Kill Avenue Dun Laoghaire Co. Dublin | Sheila O'Mallie 37 Dunbur Park Wicklow | Elizabeth Duffy 35 Nutley Road Ballsbridge Dublin 4 |
| Public Health Nurses | Mary Doody 8 The Court Cypress Downs Dublin 6w | Elizabeth Donoghue "Arus Mhuire" Corbally Gaybrook, Mullingar Co. Westmeath | Katherine Broderick 6 Willowdale Bay Estate Dundalk Co. Louth |
| INO Association of Administrative Nurses | Katherine Craughwell Director of Nursing General Hospital Sligo | | |
| Occupational Health Nurses | Mary Mc Gee Semperit Ltd Ballyfermot Dublin 10 | Bridget P. Crowley Speciality Materials Ire Clonsaugh Ind. Est Dublin 17 | Bernadette Barry 100 Rosehill Blackrock Co. Dublin |

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| Emergency & General Nurses | Ann Malley 5 Hazelgrove Portmarnock Co. Dublin | Bernie Coughlan 6 Purley Park Portmarnock Co. Dublin | Deirdre O'Sullivan 66 Orlagh Park Templeogue Dublin 16 |
| INO Association for the Elderly | Maureen McCann St Mary's Hospital Phoenix Park Dublin 20 | Susan Batterberry St James' Hospital James's Street Dublin 8 | Mary Philomena Kelly Sacred Heart Home Roscommon |
| INO Neonatal Nursing Association | Clare McCormack National Maternity Hospital Höles Street Dublin 2 | Mary O'Donoghue Coombe Women's Hospital Dublin 8 | Mary G. Duggan Rotunda Hospital Dublin 1 |
| GP Practice Nurse | Antoinette Williams Royal College of Surgeons St. Stephen's Green Dublin 2 | Brigid Mary Crean Rosmine Burtonport Co. Donegal | Catherine Murphy Ballinvarrig Whitechurch Co. Cork |
| Accident & Emergency Nurses | Mary P. Moran Meath Hospital Heytesbury Street Dublin 8 | | Mary Walters St. James' Hospital James's Street Dublin 8 |
| Army Nursing Service | - | - | - |
| Palliative Home Care | Cliona Cronin Our Lady's Hospital Crumlin Dublin 12 | | Ann-Marie Mc Cafferty N.W.H.B Hospice Unit Sligo Town |
| Orthopaedic Nurses | Miriam Tancred Our Lady's Hospital Navan Co. Meath | Brenda Finley Our Lady's Hospital Navan Co. Meath | Catherine Judge Sligo General Hospital The Mall Sligo |



The Irish Nurses Organisation



The National Council of Nurses of Ireland

Cumann na nAltraí Gaelacha



Comhairle Náisiúnta Altraí na hÉireann

11 Fitzwilliam Place, Dublin 2. Telephone 676 0137 / 676 0138 Fax No. 661 0466