Tuarascáil Bhliantúil agus Cuntais Bhliantúla 2003

Annual Report and Accounts 2003

An Chomhairle Náisiúnta d'Fhorbairt Ghairmiúil an Altranais agus an Chnáimhseachais

National Council for the Professional Development of Nursing and Midwifery

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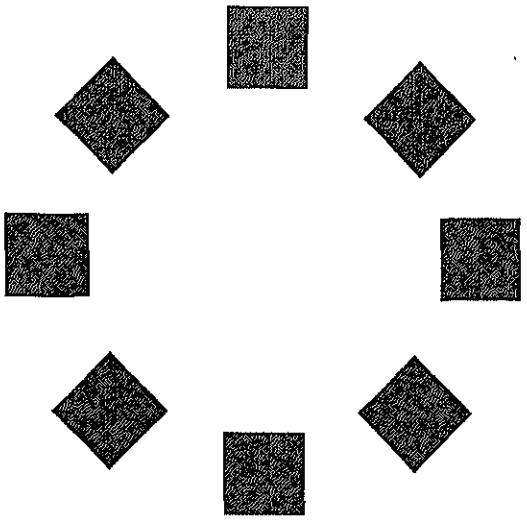
Annual Report and Accounts 2003



An Chomhairle Náisiúnta d'Fhorbairt Ghairmiúil
an Altranais agus an Chnáimhseachais

National Council for the Professional
Development of Nursing and Midwifery

Ráiteas Misin na Comhairle Náisiúnta

Tá an Chomhairle ann chun ról gairmiúil na n-altraí agus na gcnáimhseach a chur chun cinn agus a fhorbairt agus chun a chinntiú go bhfaighidh othair/cliaint cúram altranais agus cúram cnáimhseachais ar ardchaighdeán i dtimpeallacht sláinte a bhíonn ag síorathrú.

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Mission Statement of the National Council

The Council exists to promote and develop the professional role of nurses and midwives in order to ensure the delivery of quality nursing and midwifery care to patients/clients in a changing healthcare environment.

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Valerie Small	*Altranas Gineardlta*	*Ardchleachtóir Altranais (Éigeandáil), Ospidéal Naomh Séamas,* Baile Átha Cliath
Maura Nash	*Altranas do Dhaoine faoi Mhichumas Meabhrach*	Príomhfheidhmeannach, COPE Foundation, Corcaigh
Pearse Finegan	*Altranas Síciatrach*	Príomhoifigeach Altranais, Ospidéal Mhuire, Caisleán an Bharraigh
Antoinette Doocey	*Altranas Sláinte Poibli*	Ball den Tascfhórsa um Phríomhchúram, An Roinn Sláinte agus Leanaí
Aveen Murray	*Altranas do Leanaí Breoite*	Stiúrthóir Cúnta Altranais, Ospidéal Adelaide & na Mí, ina gcorpraítear Ospidéal Náisiúnta na Leanaí, Tamhlacht
Patrick Hume	*Cúram do Dhaoine Aosta*	Comhordaitheoir Ceantair, Seirbhísí do Dhaoine Aosta, Bord Sláinte an Iarthuaiscirt, Leitir Ceanainn
Anne Marie Moran	*Teagascóir Altranais*	Comhordaitheoir Cúrsa, An Scoil um Staidéar Altranais, Institiúid Teicneolaíochta na Gaillimhe-Maigh Eo, Caisleán an Bharraigh
Kathryn McQuillan*	*Cnáimhseachas*	Bainisteoir, An Barda Breithe, An tOspidéal Náisiúnta Máithreachais, Baile Átha Cliath
Anne Carrigy†	*An Bord Altranais*	An tUachtarán, An Bord Altranais
Eileen Kelly	*An Bord Altranais*	Stiúrthóir, Ionad Oideachais Altranais, Ospidéal na hOllscoile, Corcaigh
Colum Bracken	*Bainisteoir Sinsearach Altranais*	Stiúrthóir, Aonad Pleanála agus Forbartha Altranais agus Cnáimhseachais, Bord Sláinte an Oirthuaiscirt, Baile Átha Fhirdhia
Marie Keane	*Gníomhaireacht Fostóirí na Seirbhíse Sláinte*	Stiúrthóir Altranais, Ospidéal Beaumont, Baile Átha Cliath
Hazel Daniels	*Gníomhaireacht Fostóirí na Seirbhíse Sláinte*	Stiúrthóir Altranais, Ospidéal Réigiúnach Phort Láirge
Mary McCarthy	*An Roinn Sláinte agus Leanaí*	Príomhoifigeach Altranais, An Rannán um Beartas Altranais, An Roinn Sláinte agus Leanaí
Kieran Feely†	*An Roinn Sláinte agus Leanaí*	Príomh-Oifigeach, An Rannán um Beartas Altranais, An Roinn Sláinte agus Leanaí
Pearl Treacy	*Foraís Tríú Leibhéal (OÉ)*	Ollamh le hAltranas,Scoil Altranais agus Cnáimhseachais, Ollscoil na hÉireann, BÁC
Cecily Begley	*Foraís Tríú Leibhéal (neamh OÉ)*	Stiúrthóir, Scoil Staidéar Altranais agus Cnáimhseachais, Coláiste na Tríonóide, BÁC
Gerry McTaggart	*Foraís Tríú Leibhéal (Earnáil na nInstitiúidí Teicneolaíochta/na gColáistí Teicniúla Réigiúnacha)*	Stiúrthóir Staidéar Altranais, Scoil Eolaíochta, Institiúd Teicneolaíochta Dhún Dealgan

* D'éirigh as oifig ar 1 Márta 2003

† Ceaptha 8 Aibreán 2003

National Council Members

Liam Dunbar	*Chairperson*	
Valerie Small	*General Nursing*	Advanced Nurse Practitioner (Emergency), St James's Hospital, Dublin
Maura Nash	*Mental Handicap Nursing*	Chief Executive, COPE Foundation, Cork
Pearse Finegan	*Psychiatric Nursing*	Chief Nursing Officer, St Mary's Hospital, Castlebar
Antoinette Doocey	*Public Health Nursing*	Member of the Primary Care Task Force, Dept of Health and Children
Aveen Murray	*Sick Children's Nursing*	Assistant Director of Nursing, Adelaide & Meath Hospital Incorporating the National Children's Hospital, Tallaght
Patrick Hume	*Care of the Elderly*	Area Co-ordinator, Services for Older People, NWHB, Letterkenny
Anne Marie Moran	*Nurse Tutor*	Course Co-ordinator, School of Nursing Studies, GMIT, Castlebar
Kathryn McQuillan*	*Midwifery*	Manager, Delivery Ward, NMH, Dublin
Anne Carrigy†	*An Bord Altranais*	President, An Bord Altranais
Eileen Kelly	*An Bord Altranais*	Director, Centre of Nurse Education, Cork University Hospital, Cork
Colum Bracken	*Senior Nurse Manager*	Director, Nursing and Midwifery Planning and Development Unit, North Eastern Health Board, Ardee
Marie Keane	*Health Services Employers' Agency*	Director of Nursing, Beaumont Hospital, Dublin
Hazel Daniels	*Health Services Employers' Agency*	Director of Nursing, Waterford Regional Hospital
Mary McCarthy	*Dept of Health and Children*	Chief Nursing Officer, Nursing Policy Division, Dept of Health and Children
Kieran Feely†	*Dept of Health and Children*	Principal Officer, Nursing Policy Division, Dept of Health and Children
Pearl Treacy	*Third-Level Institutions (NUI)*	Professor of Nursing, School of Nursing and Midwifery, UCD
Cecily Begley	*Third-Level Institutions (non-NUI)*	Director, School of Nursing and Midwifery Studies, TCD
Gerry McTaggart	*Third-Level Institutions (IT/RTC sector)*	Director of Nursing Studies, School of Science, Dundalk IT

* Resigned 1 March 2003
† Appointed 8 April 2003

Foireann na Comhairle Náisiúnta

Príomhfheidhmeannach	Yvonne O'Shea, RGN, RM, RNT, BA, MSc (Eacnamaíocht)
Ceann na Forbartha Gairmiúla agus an Oideachais Leanúnaigh	Kathleen Mac Lellan, RGN, Dip Couns, MSc, PhD
Oifigigh um Fhobairt Ghairmiúil	Mary Farrelly, RPN, RGN, BNS, MMedSc (Altranas) Georgina Farren, RGN, RM, BNS (Hons), MSc (Cnáimhseachas) Jenny Hogan, RGN, BA (Hons) Christine Hughes, RMHN, RGN, RNT, BA, MEd, H Dip (Staidéir ar Mhíchumais Foghlama)
Oifigeach um Fhorbairt Taighde	Sarah Condell, RGN, RM, RNT, BNS, MA
Ceann ar Sheirbhísí Bainistíochta	Helen Bohan
Oifigigh Riaracháin	Jackie Lillis Paula O'Meara Lorna Byrne

Staff of the National Council

Chief Executive Officer	Yvonne O'Shea, RGN, RM, RNT, BA, MSc (Econ)
Head of Professional Development and Continuing Education	Kathleen Mac Lellan, RGN, Dip Couns, MSc, PhD
Professional Development Officers	Mary Farrelly, RPN, RGN, BNS, MMedSc (Nursing) Georgina Farren, RGN, RM, BNS (Hons), MSc (Midwifery) Jenny Hogan, RGN, BA (Hons) Christine Hughes, RMHN, RGN, RNT, BA, MEd, H Dip (Learning Disability Studies)
Research Development Officer	Sarah Condell, RGN, RM, RNT, BNS, MA
Head of Management Services	Helen Bohan
Administrative Officers	Jackie Lillis Paula O'Meara Lorna Byrne

Ráiteas an Chathaoirligh

Is tréimhse dhúshlánach í seo do na seirbhísí sláinte in Éirinn. Is í an aidhm atá ag obair na Comhairle Náisiúnta ná a chinntiú go mbeidh príomhról ag altraí agus ag cnáimhseacha i múnlú seirbhísí sláinte na todhchaí a trí fhorbairt ghairmiúil níos fearr a chur ar fáil dóibh.

D'aithin an Straitéis Sláinte *Ardchaighdeán agus Cothroime – Córas Sláinte Duitse,* na príomhchreatlaigh um athrú laistigh de sheirbhísí sláinte na hÉireann. Pléann Clár Athchóirithe na Seirbhíse Sláinte saincheisteanna a bhaineann leis an gcóras ospidéil géarmhíochaine, le príomhchúram, le sainseirbhísí, le maoiniú don tseirbhís sláinte, le bainistíocht acmhainní daonna, le faisnéis agus ardchaighdeán laistigh de na seirbhísí agus ar deireadh, pléann sé na saincheisteanna casta a bhaineann le hathchóiriú eagrúcháin.

Ina iomlán, is é atá sa chlár athchóirithe seo ná an anailís is cuimsithí a rinneadh riamh ar na seirbhísí sláinte in Éirinn, agus beidh athruithe bunúsacha ar na seirbhísí de bharr na moltaí a tháinig as. Mar sin, tá an clár seo ríthábhachtach agus suntasach do gach duine atá ag obair sna seirbhísí seo, chomh maith le bheith ríthábhachtach do na custaiméirí agus do na cliaint a mbíonn na seirbhísí seo ag freastal orthu.

Beidh impleachtaí ag Clár Athchóirithe na Seirbhíse Sláinte do thodhchaí na Comhairle Náisiúnta, do na seirbhísí a sholáthraíonn sí agus do na feidhmeanna a chomhlíonann sí. Cothófar na príomhfheidhmeanna laistigh d'Fheidhmeannas nua na Seirbhíse Sláinte. Tá an Chomhairle Náisiúnta ag súil leis na hathruithe atá romhainn san altranas agus sa chnáimhseachas a threorú laistigh d'Fheidhmeannas na Seirbhíse Sláinte. Mar sin, cinnteofar go dtabharfar aird ar an gcumas atá ag altranas agus ag cnáimhseachas cur leis na hathruithe sin laistigh den tseirbhís sláinte athchóirithe.

Caithfidh forbairt ghairmiúil an altranais agus an chnáimhseachais a bheith mar chuid lárnach de chlár na n-athruithe, ionas go mbeidh ról iomlán ag an ngairm i gcruthú seirbhíse sláinte a léiríonn na hidéil a cuireadh in iúl sa Straitéis Sláinte. Tá an Chomhairle Náisiúnta iomlán díograiseach maidir le tacaíocht a thabhairt do na cuspóirí atá ag an gclár athchóirithe, is iad sin, níos mó éifeachtachta, éifeachtúlachta agus comhionannais a bhaint amach; tá sí iomlán díograiseach maidir le ciudiú leis na hathruithe a éilítear chun na hidéil sin a bhaint amach.

Chairperson's Statement

These are challenging times in the health services in Ireland. The work of the National Council is aimed at ensuring that, through enhanced professional development, nurses and midwives will play a key role in shaping the health services of the future.

The Health Strategy *Quality and Fairness - A Health System for You* identified the major frameworks for change within the Irish health services. The Health Service Reform Programme addresses issues facing the acute hospital system, primary care, specialised services, health service funding, human resource management, information and quality within the services and, finally, the complex area of organisational reform.

In its totality, this reform programme represents the most comprehensive analysis of the health services ever carried out in Ireland and the recommendations that have emerged are set to change the face of the services fundamentally. This is of great importance and significance to all of us who work within these services and to the customers and clients of these services.

The Health Service Reform Programme has implications for the future of the National Council, the services it provides and the functions it fulfils. The key functions will be maintained within the new Health Service Executive. The National Council looks forward to leading the changes ahead for nursing and midwifery within the Health Service Executive, in order to ensure that the capacity of nursing and midwifery to contribute to this change is realised within a newly reformed health service.

The professional development of nursing and midwifery must remain an integral part of the change programme in order that the profession will play a full role in creating a health service that reflects the ideals articulated in the Health Strategy. The National Council is committed to supporting enthusiastically the reform programme's objectives of greater efficiency, effectiveness and equity, and assisting in the implementation of the changes that will be necessary to achieve those ideals.

De réir Thuarascáil Hanly, "The nursing profession plays a central role in the health system. Nurses are often the first point of contact for patients. They comprise almost 40% of the healthcare workforce and provide care over a 24 hour, 7 day period." Is gné ríthábhachtach den chlár athchóirithe í forbairt ghairmiúil na n-altraí agus na gcnáimhseach laistigh d'Fheidhmeannas na Seirbhíse Sláinte a chothabháil agus a láidriú . Caithfear uchtach a thabhairt d'altraí agus do chnáimhseacha cur leis an bpróiseas athchóirithe, chomh maith le dul i gcion air, ag gach céim iomchuí. Bíonn a gcuid inniúlachtaí agus a gcuid saineolais ríthábhachtach le héifeachtúlacht na seirbhísí, agus seachadadh na seirbhísí sin don phobal, a chinntiú.

Ó bunaíodh í, tá iarrachtaí déanta ag an gComhairle Náisiúnta teorainneacha na ngairmeacha altranais agus cnáimhseachais a fhorbairt agus a mhéadú. Fuarthas spreagadh ón gcuspóir atá aici an fhís den altranas agus den chnáimhseachas atá ar fáil i dTuarascáil Deiridh an Choimisiúin Altranais a chur chun cinn, agus ag an mian atá aici aghaidh a thabhairt ar riachtanais na seirbhíse agus na gairme.

Tá treoir tugtha ag an gComhairle Náisiúnta i réimsí a bhaineann le forbairt ghairmiúil, oideachas leanúnach, forbairt conairí gairme agus taighde. Ina theannta sin, scaip sí faisnéis iomchuí faoin altranas agus faoin gcnáimhseachas i slí a bhí iomlán nua d'Éirinn. Tá dul chun cinn maith déanta ag an gComhairle Náisiúnta maidir le méid criticiúil faisnéise agus gníomhaíochta forbartha gairmiúla a chruthú. D'fhéadfadh na rudaí sin difríocht shuntasach a dhéanamh don bhaint a bhíonn ag altraí agus ag cnáimhseacha le seachadadh seirbhísí sláinte in Éirinn.

Thar ceann na Comhairle Náisiúnta, teastaíonn uaim fíorbhuíochas a ghlacadh leis an Aire Sláinte agus Leanaí, an tUasal Micheál Martin TD; leis An Rannán um Beartas Altranais sa Roinn Sláinte agus Leanaí; agus leis na comhlachtaí gairmiúla agus ionadaíochta náisiúnta, réigiúnacha agus áitiúla a thug lántacaíocht don Chomhairle Náisiúnta agus í ag iarraidh tuilleadh forbartha a dhéanamh ar altranas agus ar chnáimhseachas in Éirinn.

Ba mhian liom freisin mo bhuíochas a ghlacadh le mo chomhghleacaithe ar an gComhairle Náisiúnta agus lenár bhfoireann feidhmiúcháin, as an díograis iontach a léirigh siad le dhá mhí dhéag anuas. Gríosaím iad le tacaíocht mhórchroíoch leanúnach a thabhairt le go sáróimid na dúshláin atá amach romhainn, agus le go gcuirfimid na hathruithe i gcrích a bhfuil gá leo le feabhas a chur ar an ngairm agus ar sheirbhís sláinte na hÉireann.

Liam Dunbar
Cathaoirleach

As the *Hanly Report* states, "The nursing profession plays a central role in the health system. Nurses are often the first point of contact for patients. They comprise almost 40% of the healthcare workforce and provide care over a 24 hour, 7 day period." Maintaining and strengthening the professional development of nurses and midwives within the Health Service Executive will be a fundamentally important component of the reform programme. Nurses and midwives must be encouraged to contribute fully to, and influence, the reform process at all relevant stages. Their abilities and professional expertise are crucial in ensuring the effectiveness and delivery of services to the public.

Since its foundation, the National Council has endeavoured to promote the development and expansion of the boundaries of the nursing and midwifery profession. This has been motivated by its mission to fulfil the vision for nursing and midwifery contained in the Final Report of the Commission on Nursing and to address the needs of the service and the profession.

The National Council has provided leadership in professional development, continuing education, career pathway development and research. It has also served as a vehicle for the dissemination of relevant nursing and midwifery information in a way that had never been done before in Ireland. The National Council is well on the way to achieving its vision of creating a critical mass of information and professional development activity that is capable of making a substantial difference to the involvement of nurses and midwives in the delivery of health services in Ireland.

I would like on behalf of the National Council to express our sincere appreciation to Mr Micheál Martin, TD, Minister for Health and Children; the Nursing Policy Division of the Department of Health and Children; and to the many national, regional and local professional and representative bodies who have given generously of their support to the National Council in its efforts in furthering the development of nursing and midwifery in Ireland.

I would like to thank my colleagues on the National Council and our executive staff for their tremendous commitment over the past twelve months and urge their wholehearted continued support in meeting the challenges and implementing the changes that lie ahead for the betterment of the profession and the Irish health service.

Liam Dunbar
Chairperson

Tuarascáil an Phríomhfheidhmeannaigh

I 2003, chríochnaigh an Chomhairle Náisiúnta a ceathrú bliain d'oibríochtaí. Is tréimhse ghairid í seo, ach fós féin tá dul chun cinn suntasach déanta ag an gComhairle Náisiúnta i gcothú an chláir oibre a d'aithin an Coimisiún Altranais. Is iad seo a leanas na torthaí atá bainte amach ag an gComhairle go dtí seo.

- Dearadh agus cuireadh i bhfeidhm conair ghairme chliniciúil shoiléir don altranas agus don chnáimhseachas a théann leis na moltaí a rinne an Coimisiún Altranais.
- Tá an conair idirmheánach le haghaidh ceadú speisialtóirí altranais/cnáimhseachais cliniciúla fós á chur i bhfeidhm tríd an tír iomlán.
- Tá an borradh atá ag teacht ar líon na speisialtóirí altranais/cnáimhseachais cliniciúla ceadaithe in Éirinn de réir riachtanais na seirbhíse agus na forbartha atá ag teacht ar dheiseanna d'fhorbairt ghairmiúil. Go dtí seo, ceadaíodh 1,484 speisialtóirí altranais/cnáimhseachais cliniciúla.
- Tá an borradh atá ag teacht ar líon na n-ardchleachtóirí altranais/cnáimhseachais creidiúnaithe atá sa tír de réir riachtanais na seirbhíse agus soláthar cláir oideachais iomchuí. Go dtí, ceadaíodh seisear dóibh.
- Forbraíodh treoirlínte soiléire do chláir oideachais atá dírithe ar speisialtóirí altranais/cliniciúla agus ar ardchleachtóirí altranais/cnáimhseachais. Pléadh iad siúd le soláthraithe seirbhíse agus le forais tríú leibhéal.
- Tionóltar sé chruinniú dhéag sa bhliain agus bíonn na stiúrthóirí altranais/cnáimhseachais uile as gach réigiún atá i gcomhpháirtíocht leis na haonaid phleanála agus forbartha altranais agus cnáimhseachais i láthair.
- Cuireann gach aonad pleanála agus forbartha altranais agus cnáimhseachais pleananna nua chun maoinithe tionscnamh oideachais leanúnaigh bhreise faoi bhráid na Comhairle. Bíonn baint ag líon mór indeimhnithe altraí agus cnáimhseacha leis na tionscnaimh sin ar fud na tíre gach bliain. Go dtí seo, d'fhreastal níos mó ná 10,000 altra agus cnáimhseach ar chláir oideachais leanúnaigh a bhí maoinithe ag an gComhairle Náisiúnta.
- Tá tuarascáil mhionsonraithe ar na gníomhaíochtaí taighde atá ar siúl ar fud na tíre faoi láthair á hullmhú. Tá bunachair shonraí á bhforbairt le súil a choinneáil ar na tionscnaimh thaighde go léir.
- Forbraíodh clár chun taighde breise a chur chun cinn agus cuireadh i bhfeidhm é.

Chief Executive Officer's Report

In 2003, the National Council completed its fourth year of operations. In this comparatively short period of time, the National Council has made significant progress in progressing the agenda identified by the Commission on Nursing. The achievements of the National Council to date include the following:

- A clear clinical career pathway for nursing and midwifery has been designed and implemented in line with the recommendations of the Commission on Nursing.
- The intermediate pathway for the approval of clinical nurse/midwife specialists continues to be implemented throughout the country.
- The number of approved clinical nurse/midwife specialists in the country continues to grow in line with service needs and developing professional development opportunities. To date, 1,484 clinical nurse/midwife specialists have been approved.
- The numbers of accredited advanced nurse/midwife practitioners in the country continues to grow in line with service need and provision of appropriate educational programmes. To date, six have been approved.
- Clear guidelines have been developed for educational programmes for clinical nurse/midwife specialists and for advanced nurse/midwife practitioners. These have been negotiated with service providers and third-level institutions.
- Sixteen meetings per year are held with all directors of nursing/midwifery in each of the regions in partnership with the nursing and midwifery planning and development units.
- Each nursing and midwifery planning and development unit submits new plans for funding for additional continuing education initiatives involving a substantial and verifiable number of nurses and midwives throughout the country each year. To date over 10,000 nurses and midwives have attended continuing education programmes funded by the National Council.
- A detailed report on research activities currently in place throughout the country is in production. Databases are being developed to track all research initiatives.
- A programme to promote additional research has been developed and implemented.

- Tá an Tionscadal *Review of Nurses and Midwives in the Prescribing and Administration of Medical Products* atá á reáchtáil ag an gComhairle Náisiúnta i gcomhar leis an mBord Altranais fós ag dul chun cinn.

- Tugann comhdháil bhliantúil na Comhairle Náisiúnta deis do thart ar 1,000 altra agus cnáimhseach éisteacht le speisialtóirí ceannasacha, agus bíonn seans acu freisin ceisteanna a mbaineann ríthábhacht leo ó thaobh fhorbairt na gairme agus na seirbhísí a phlé.

- Bíonn cruinnithe rialta eagraithe le hionadaithe na gcoláistí tríú leibhéal agus tugtar cuireadh dóibh freisin freastal ar sheimineáir réigiúnacha na Comhairle Náisiúnta.

- Chruthaigh an Chomhairle Náisiúnta láithreán greasáin dílis le haghaidh na gairme, agus is acmhainn thábhachtach é sin anois le haghaidh altraí agus cnáimhseach. Aimsíodh an láithreán gréasáin os cionn leathmhilliúín uair do dti seo.

- Foilsíonn an Chomhairle Náisiúnta nuachtlitir gach ráithe ina mbíonn ailt agus faisnéis a mbaineann tábhacht leo. Bíonn gnáthscaipeadh thart ar 60,000 ag gach eagrán agus scaiptear é chuig gach altra agus cnáimhseach atá ar an gclár comhaltaí.

Mar achoimre, tá an Chomhairle Náisiúnta tar éis dul chun cinn a dhéanamh ar a lán de na saincheisteanna tábhachtacha maidir le forbairt ghairmiúil a d'aithin an Coimisiún Altranais agus atá le sárú ag altraí agus cnáimhseacha. Mar sin féin, níl an fhís fhadtréimhseach agus na straitéisí fadtréimhseacha a bhaineann le mórán de na saincheisteanna sin curtha i gcrích fós.

Faoi Chlár Athchóirithe na Seirbhíse Sláinte, leanfar ar aghaidh le feidhmeanna na Comhairle Náisiúnta laistigh d'Fheidhmeannas nua na Seirbhíse Sláinte. Is léir go n-aithníonn próiseas an athraithe an méid atá bainte amach go dtí seo, agus go gcuireann sé leis. Tá sé tábhachtach a chinntiú go leanfar ar aghaidh le cur chun cinn béime leithne físe an Choimisiúin Altranais.

I 2003, d'fhoilsigh an Chomhairle Náisiúnta *The Agenda for the Future Professional Development of Nursing and Midwifery*, cápeis ina raibh torthaí an phróisis fhairsing taighde agus chomhairliúcháin a bhí ar siúl sa bhliain roimhe sin. Bhain an próiseas sin le níos mó ná ocht gcéad altra agus cnáimhseach, le dhá cheardlann is fiche, agus le cruinnithe breise leis na príomhpháirtithe leasmhara ó cheantair ar fud na tíre. Aithníonn an cháipéis Agenda na príomh-shaincheisteanna forbartha a bheidh i gceist don altranas agus don chnáimhseachas amach anseo, agus cuireann sí ardán ar fáil trín ar féidir freagraí straitéiseacha ar na saincheisteanna a chruthú.

Is iad seo a leanas na heilimintí substainteacha i gclár oibre na Comhairle Náisiúnta:

- Caitear taighde leanúnach a bheith mar bhunús le cleachtais altranais agus chnáimhseachais. Is saincheist sheirbhíse í sin agus tá nasc soiléir idir an taighde a dhéantar agus cúram ar ardchaighdeán agus roghanna a thabhairt d'othair.

- The *Review of Nurses and Midwives in the Prescribing and Administration of Medical Products* Project, run jointly by the National Council and An Bord Altranais, continues to advance.
- The National Council's annual conference provides an opportunity for approximately 1,000 nurses and midwives to hear leading specialists and discuss issues of central importance to the development of the profession and of the services.
- Regular meetings are held with representatives of the third-level colleges, who are also invited to participate in the National Council's regional seminars.
- The National Council has developed a dedicated website for the profession, which is now an important resource to nurses and midwives. To date over half a million hits have been recorded.
- The National Council publishes a quarterly newsletter, containing articles and information of value. It has an average circulation per issue of approximately 60,000 and is distributed to all nurses and midwives on the register.

In summary, the National Council has progressed many of the important professional development issues facing nurses and midwives that were identified by the Commission on Nursing. However, the long-term vision and strategies for many of these issues have yet to be realised.

Under the Health Service Reform Programme, the functions of the National Council will continue within the new Health Service Executive. Clearly, the change process recognises and builds on what has been achieved to date. It is important to ensure that the broad thrust of the vision of the Commission on Nursing should continue to be moved forward.

In 2003, the National Council published *The Agenda for the Future Professional Development of Nursing and Midwifery*. This contained the results of an extensive research and consultation process that had taken place over the previous twelve months, involving over eight hundred nurses and midwives, twenty-two workshops and additional meetings with key stakeholders from all over the country. The Agenda document identifies the key development issues facing nursing and midwifery in the future and provides a platform for formulating strategic responses to these issues.

The following are substantive elements in the National Council's agenda:

- Nursing and midwifery practice needs to be underpinned by research on an ongoing basis. This is a service issue and is clearly linked with quality of care and choice for patients.

- Tá méadú i gcónaí ag teacht ar chúrsaí iarchlárúcháin a mbaineann faid, ábhair agus gradaim acadúla éagsúla leo. Bíonn gá ann i gcónaí le treoir d'altraí agus do chnáimhseacha nuair a bhíonn cláir iarchláraithe á roghnú acu.

- Taobh amuigh de chreidiúnú na gcúrsaí, tá gá le ról láidir leanúnach i bhforbairt na gcúrsaí sin chun dul i ngleic le riachtanas/forbairt seirbhíse ar bhealach éifeachtach ó thaobh costais, ceangailte le buiséad oideachais leanúnaigh. Chun é seo a chur i gcrích tá sé tábhachtach go mbíonn comhoibriú leanúnach ar siúl leis na haonaid phleanála agus forbartha altranais agus cnáimhseachais, le coláistí tríú leibhéal agus leis na hionaid oideachais altranais. Tá bealach fada le dul fós ag an gcineál seo oibre agus tá gá le feidhmiú agus forbairt leanúnach.

- Agus an treo ina rachaidh oideachas iarchláraithe altranais sa todhchaí á mheas aige, thuig an Coimisiún Altranais go gcaithfí, ag an am céanna, creatlach comhtháite a fhorbairt d'oideoirí altraí atá páirteach faoi láthair i múineadh cláir iarchláraithe; ina measc siúd tá teagascóirí altranais, comhordaitheoirí cúrsaí agus éascaitheoirí cúrsaí. Mhol an Coimisiún go gcruthófaí comhcheapacháin chliniciúla agus acadúla chun go mbunófaí naisc láidre idir teoiric agus cleachtas cliniciúil speisialtóra.

- Leag *The Agenda for the Future Professional Development of Nursing and Midwifery* béim ar rólanna nua cosúil le ról na n-éascaitheoirí scileanna cliniciúla a fhorbairt taobh le rólanna níos gnásúla, agus leag sé béim freisin ar an ngá atá ann na rólanna sin a athbhreithniú ag leibhéal náisiúnta. Ina theannta sin leag an doiciméad Agenda béim ar an ngá atá ann tacú leis an altra ginearálaithe chomh fada agus a bhaineann sé le hinniúlachtaí cleachtais, forbairt gairme, earcaíocht agus coinneáil foirne. Tá gá ann monatóireacht a dhéanamh ar níos mó ná na gnáthchonairí gairme cliniciúla.

- Is díol imní é an baol folaigh a bhaineann le hilroinnt mhéadaithe i seirbhís an altranais agus an chnáimhseachais de bharr na forbartha tapa atá tagtha ar altranas agus ar chnáimhseachas agus de bharr méadú a bheith tagtha ar na deiseanna d'altraí agus do chnáimhseacha díriú ar ábhair faoi leith agus speisialtóireacht a dhéanamh ina gcuid cleachtas. Tá gá le pleanáil éifeachtach a dhéanamh ar an acmhainn altranais agus chnáimhseachais, go háirithe chun na riachtanais oideachasúla agus na scileanna altranais agus cnáimhseachais a aithint a mbíonn gá leo chun freastal ar riachtanais na seirbhíse sláinte.

Táimid ag tnúth go mór le leanúint orainn ag baint amach ár spriocanna lenár gcomhghleacaithe gairmiúla san altranas agus sa chnáimhseachas sna blianta atá amach romhainn.

Yvonne O'Shea

Príomhfheidhmeannach

- There remains a proliferation of post-registration courses of varying length, content and academic award and there continues to be a need for guidance for nurses and midwives when selecting post-registration programmes.

- As distinct from the accreditation of courses, there is a need for a continued strong role in the development of courses to match service need/development in a cost-efficient manner linked with continuing education budget. This requires ongoing collaboration with the nursing and midwifery planning and development units, third-level colleges and the centres of nurse education. This area of work is at a very early stage and needs continued facilitation and development.

- The Commission on Nursing, in considering the future direction of post-registration nursing education, was conscious of the need to develop simultaneously a coherent framework for the nurse educators currently involved in the delivery of post-registration programmes; these include nurse tutors, course co-ordinators and course facilitators. The Commission recommended the creation of joint clinical academic appointments to establish strong links between theory and specialist clinical practice.

- The *Agenda for the Future Professional Development of Nursing and Midwifery* highlighted new roles such as clinical skills facilitator developing alongside more conventional roles and the need to review these at national level. The Agenda document also highlighted the need to support the generalist nurse in terms of competencies for practice, career development, staff recruitment and retention. There is a need to monitor more than the conventional clinical career pathways.

- The rapid development of nursing and midwifery and the increasing opportunities for nurses and midwives to focus and specialise in their practice raise concerns about the potential for increased fragmentation of the nursing and midwifery service. Effective planning of the nursing and midwifery resource is required, particularly in identifying the educational and skills requirement of nursing and midwifery to match health service need.

We look forward to continuing to work with our professional colleagues in nursing and midwifery for many years to come in achieving our goals.

Yvonne O'Shea
Chief Executive Officer

Ról agus Feidhmeanna na Comhairle Náisiúnta

Bunaíodh an Chomhairle Náisiúnta i mí na Samhna 1999 de thoradh ar Ionstraim Reachtúil (IR Uimh. 376, 30 Samhain 1999) ar a dtugtar *an tOrdú fán gComhairle Náisiúnta d'Fhorbairt Ghairmiúil an Altranais agus an Chnáimhseachais (Bunú), 1999.* Thug an tAire Sláinte agus Leanaí an Ionstraim Reachtúil isteach.

Mar atá luaite san Ionstraim Reachtúil (Alt 4), is iad na feidhmeanna atá ag an gComhairle Náisiúnta ná:

a. Monatóireacht a dhéanamh ar an bhforbairt leanúnach ar speisialtachtaí altranais agus cnáimhseachais, ag cur san áireamh athruithe i gcleachtas agus riachtanais seirbhíse;

b. Treoirlínte a chur le chéile chun cabhair a thabhairt do bhoird sláinte agus do chomhlachtaí chomhlachtaí iomchuí eile poist speisialtachta altranais agus cnáimhseachais a chruthú;

c. Tacaíocht a thabhairt d'fhorbairtí eile in oideachas leanúnach altranais atá á ndéanamh ag na boird sláinte agus eagraíochtaí deonacha;

d. Cabhrú le soláthraithe seirbhísí sláinte trí threoirlínte a leagan amach dóibh faoi roghnú na n-altraí agus na gcnáimhseacha ar féidir leo cur isteach ar thacaíocht airgeadais agus iad ag lorg deiseanna chun breis oideachas a fháil;

e. Tuarascáil bhliantúil a fhoilsiú i dtaobh na ngníomhaíochtaí a mbíonn baint ag an gComhairle leo, an díscaoileadh airgid a dhéanann sí san áireamh.

Tugann na feidhmeanna seo léargas ar chúig cinn dóibh siúd a mhol an Coimisiún Altranais (alt 6.14)[1].

1. Rialtas na hÉireann (1998) *Tuarascáil an Choimisiúin Altranais: A Blueprint for the Future.* Baile Átha Cliath: Oifig an tSoláthair.

The Role and Functions of the National Council

The National Council was established in November 1999 on foot of a Statutory Instrument (SI No 376, 30 November 1999) from the Minister for Health and Children and entitled *The National Council for the Professional Development of Nursing and Midwifery (Establishment) Order, 1999.*

As stated in the Statutory Instrument (Section 4), the functions of the National Council are:

a. To monitor the on-going development of nursing and midwifery specialities, taking into account changes in practice and service need;

b. To formulate guidelines for the assistance of health boards and other relevant bodies in the creation of specialist nursing and midwifery posts;

c. To support additional developments in continuing nurse education by health boards and voluntary organisations;

d. To assist health service providers by setting guidelines for the selection of nurses and midwives who might apply for financial support in seeking opportunities to pursue further education;

e. To publish an annual report on its activities, including the disbursement of monies by the Council.

These functions reflect five of those recommended by the Commission on Nursing (par 6.14)[1].

1. Government of Ireland (1998) *Report of the Commission on Nursing: A Blueprint for the Future.* Dublin: Stationery Office.

Clár Athchóiriúcháin na Seirbhíse Sláinte

I mí an Mheithimh 2003 sheol an Rialtas Clár Athchóirithe na Seirbhíse Sláinte mar chuid lárnach de chur i bhfeidhm na Straitéise Sláinte dár teideal *Ardchaighdeán agus Cothroime – Córas Sláinte Duitse* (2001). Mar chuid den phróiseas comhchomhairle a bhaineann leis an gClár Athchóirithe, ar an 30 Meán Fómhair 2003 rinne an Chomhairle Náisiúnta aighneacht chuig an Oifig Tionscadail a bhí freagrach as an gclár a chur i bhfeidhm. Dhírigh an aighneacht seo, go háirithe, ar na conclúidí agus moltaí atá le fáil sa cháipéis *Audit of Structures and Functions in the Health System* (*Prospectus Report*, Meitheamh 2003). Cuimsíodh na nithe seo a leanas san aighneacht:

- Anailís ar shaincheisteanna altranais agus cnáimhseachais a bhaineann leis an gClár Athchóirithe
- Cúlra bhunú na Comhairle Náisiúnta agus na spriocanna atá bainte amach aici
- Na himpleachtaí a bhaineann le príomhfheidhmeanna na Comhairle Náisiúnta a chur san áireamh i bhFeidhmeannas na Seirbhíse Sláinte atá molta sa *Prospectus Report*.

Clár Athchóirithe na Seirbhíse Sláinte

Health Service Reform Programme

In June 2003 the Government launched the Health Service Reform Programme as an integral part of the implementation of the Health Strategy, *Quality and Fairness – A Health System for You* (2001). As part of the consultation process associated with the Reform Programme, the National Council made a submission to the Project Office responsible for the implementation of the programme on 30 September 2003. This submission concentrated in particular on the conclusions and recommendations contained in the *Audit of Structures and Functions in the Health System (Prospectus Report,* June 2003). The submission included the following:

- An analysis of nursing and midwifery issues relating to the Reform Programme
- The background to the establishment of the National Council and its achievements
- The implications of incorporating key functions of the National Council into the Health Service Executive as proposed within the *Prospectus Report*.

Tuairisc ar Ghníomhaíochtaí

Activities Report

An Bealach Chun Cinn

Cuireadh le chéile dhá phríomhdhoiciméid i 2003; *Agenda for the Future Development of Nursing and Midwifery* agus *Guidelines for Portfolio Development for Nurses and Midwives*, a léirigh na rudaí ar cheart d'altraí agus do chnáimhseacha a chur san áireamh agus iad i mbun bealaí a fháil chun gluaiseacht chun cinn mar dhaoine aonair agus mar ghrúpa gairmiúil.

An Clár Oibre d'Fhorbairt Ghairmiúil an Altranais agus an Chnáimhseachais

I ndiaidh comhchomhairle cuimsithí leis na gairmeacha altranais agus cnáimhseachais in Éirinn, agus tar éis litríocht idirnáisiúnta a athbhreithniú, foilsíodh doiciméad de chuid na Comhairle Náisiúnta i mBealtaine 2003, ar a dtugtar *Agenda for the Future Development of Nursing and Midwifery*, le ceadú ó chomhaltaí na Comhairle Náisiúnta.

Is slat tomhais é an doiciméad seo a thaispeánann an dul chun cinn atá déanta san altranas agus sa chnáimhseachas ón uair a foilsíodh *Tuarascáil an Choimisiúin Altranais: A Blueprint for the Future* (1998). Leagann an doiciméad nua clár oibre amach le díospóireacht a dhéanamh ar roghanna, ar threoracha agus ar ghníomhartha don todhchaí i gcomhthéacs na Straitéise Sláinte reatha, *Ardchaighdeán agus Cothroime – Córas Sláinte Duitse* (2001) agus i gcomhthéacs Chlár Athchóirithe na Seirbhíse Sláinte (2003).

Treoirlínte d'Fhorbairt Punainne d'Altraí agus do Chnáimhseacha

Tar éis ceadú a fháil ó chomhaltaí na Comhairle Náisiúnta i Meán Fómhair 2003, foilsíodh *Guidelines for Portfolio Development for Nurses and Midwives* i bhfoirm doiciméide agus dlúthdhiosca léimh amháin CD-ROM agus seoladh é ag an tríú comhdháil náisiúnta i mí na Samhna. Tá na treoirlínte seo dírithe go háirithe ar altraí agus ar chnáimhseacha aonair a bhíonn ag obair go praiticiúil agus go laethúil sa chóras sláinte. Is é an cuspóir atá ag na treoirlínte seo ná cabhrú le haltraí agus le cnáimhseacha an chomaoin a chuireann siad ar an chúram díreach agus indíreach a aithint, a mheas agus a thaifeadadh, iad a spreagadh le taifid ar a gcuid forbairtí a stóráil go comhleanúnach agus go déanmhasach, agus treoir agus faisnéis a chur ar fáil dóibh faoi conas ar féidir leo a spriocanna gairmiúla aonair a bhaint amach i gcomhthéacs riachtanais na seirbhíse sláinte.

Scaipeadh *Agenda for the Future Development of Nursing and Midwifery* agus *Guidelines for Portfolio Development for Nurses and Midwives* go forleathan i measc príomhphearsanra agus páirtithe leasmhara agus bhí sé ar fáil ar an láithreán gréasáin chomh maith. Foilsíodh leaganacha achoimrithe díobh sna heisiúintí a cuireadh amach sa Samhradh agus sa Gheimhreadh faoi seach.

The Way Ahead

In 2003 two key documents, *Agenda for the Future Professional Development of Nursing and Midwifery* and *Guidelines for Portfolio Development for Nurses and Midwives*, were produced that indicated what nurses and midwives should take into consideration when identifying ways of moving forward both as individuals and collectively as a professional group.

Agenda for the Future Professional Development of Nursing and Midwifery

After extensive consultation with the nursing and midwifery professions in Ireland and a review of international literature, the National Council's document *Agenda for the Future Development of Nursing and Midwifery* was approved for publication by National Council members in May 2003.

This document provides a benchmark for progress made in nursing and midwifery since the publication of the *Report of the Commission on Nursing: A Blueprint for the Future* (1998) and sets an agenda for debate on options, direction and action for the future in the context of the current Health Strategy, *Quality and Fairness – A Health System for You* (Department of Health & Children, 2001), and the Health Service Reform Programme (2003).

Guidelines for Portfolio Development for Nurses and Midwives

Following approval by National Council members in September 2003, the *Guidelines for Portfolio Development for Nurses and Midwives* were published in document and CD-ROM formats and launched at the third national conference in November. These guidelines are aimed particularly at individual nurses and midwives working at the forefront of healthcare delivery, for the purpose of assisting them to identify, reflect upon and record the contribution they make to direct and indirect care, encouraging them to store records of their development in a coherent and structured manner, and providing guidance and information on achieving their individual professional goals within the context of the needs of the health service.

Agenda for the Future Development of Nursing and Midwifery and *Guidelines for Portfolio Development for Nurses* and *Midwives* were distributed widely among key personnel and stakeholders and made available on the website. Summarised versions were included in the summer and winter issues of the newsletter respectively.

Postanna do Speisialtóirí Altranais/Cnáimhseachais Cliniciúla

Lean feidhmeannas na Comhairle Náisiúnta ar aghaidh ag déanamh monatóireachta ar phoist speisialtóirí altranais agus cnáimhseachais cliniciúla (CNS/CMS), i gcomhpháirtíocht leis na haonaid phleanála agus forbartha altranais agus cnáimhseachais (NMPDU).

Chuathas i mbun tuilleadh forbartha a dhéanamh ar bhunachar sonraí na speisialtóirí altranais agus cnáimhseachais cliniciúla (CNS/CMS), chun go mbeadh sé níos éasca sonraí a iontráil agus tuairiscí a thiomsú, agus leanfar leis an bhforbairt seo 2004. Déantar staitisticí i dtaobh dáilte réigiúnaigh na bpost le haghaidh speisialtóirí altranais agus cnáimhseachais cliniciúla (CNS/CMS) atá ceadaithe agus an rannán cuí den chlár comhaltaí a fhoilsiú ar láithreán gréasáin na Comhairle Náisiúnta agus déantar é a nuashonrú gach mí. Tá na figiúirí de na poist speisialtóirí altranais agus cnáimhseachais cliniciúla (CNS/CMS) atá ceadaithe i ngach réigiún boird sláinte agus i ngach rannán cleachtais den chlár comhaltaí le feiceáil i dTábla 1 thíos.

Forbraíodh treoirlínte dóibh siúd a bhí ag iarraidh faisnéise faoi phost ceadaithe speisialtóirí altranais agus cnáimhseachais cliniciúla (CNS/CMS) le haghaidh taighde, agus scaipeadh na treoirlínte ar iarratas i 2003.

Tábla 1. Poist Cheadaithe do Speisialtóirí Altranais Cliniciúla - suas go dtí 31 Nollaig 2003

	Bord Sláinte										
Rannán Chleachtais an chláir	ERHA (An Chósta Thoir)	ERHA (An Tuaisceart)	ERHA (An Iardheisceart)	An Mheán Iarthair	Lár Tíre	An tOirthuaisceart	An Iarthuaisceart	An tOirdheisceart	An Deisceart	An Iarthar	IOMLÁN
Ginearálta	79	95	131	36	78	77	64	92	161	76	889
Míchumas Meabhrach	-	20	18	3	14	8	6	3	26	9	107
Cnáimhseachas	4	12	5	1	3	3	1	1	-	4	34
Síceolaíocht	28	69	45	26	38	51	39	38	32	49	415
Leanaí Breoite	-	23	37	-	1	1	1	-	1	1	65
IOMLÁN	111	219	236	66	134	140	111	134	220	139	1510

Clinical Nurse Specialist/Clinical Midwife Specialist Posts

The executive of the National Council continued to monitor clinical nurse and midwife specialist (CNS/CMS) posts, in partnership with the nursing and midwifery planning and development units (NMPDUs).

Further development of the CNS/CMS database was undertaken, in order to facilitate the entry of data and the production of reports, and will continue in 2004. Statistics on the regional distribution of approved CNS/CMS posts and the relevant division of the register are published on the National Council's website and updated monthly. Figures for the approved CNS/CMS posts in each health board region and practising division of the register are shown below in Table 1.

Guidelines were developed for those requiring information on approved CNS/CMS posts for research purposes and circulated on request in 2003.

Table 1. Clinical Nurse Specialist/Clinical Midwife Specialist Posts Approved - up to 31 December 2003

	Health Board										
Practising division of the register	ERHA (East Coast)	ERHA (Northern)	ERHA (South Western)	Mid-Western	Midland	North Eastern	North Western	South Eastern	Southern	Western	TOTAL
General	79	95	131	36	78	77	64	92	161	76	889
Mental Handicap	-	20	18	3	14	8	6	3	26	9	107
Midwifery	4	12	5	1	3	3	1	1	-	4	34
Psychiatry	28	69	45	26	38	51	39	38	32	49	415
Sick Children	-	23	37	-	1	1	1	-	1	1	65
TOTAL	111	219	236	66	134	140	111	134	220	139	1510

Tionscadal do Speisialtóirí Altranais/Cnáimhseachais Cliniciúla: Measúnú ar Éifeachtúlacht Ról an Speisialtóra Altranais/Cnáimhseachais Chliniciúil in Éirinn

Thug an Chomhairle Náisiúnta faoi thionscadal náisiúnta taighde chun éifeachtúlacht ról an speisialtóra altranais agus cnáimhseachais chliniciúil (CNS/CMS) in Éirinn a mheas. Baineadh úsáid as modheolaíochtaí éagsúla agus rinneadh athbhreithniú ar litríocht chuí, idir idirnáisiúnta agus Éireannach. Cuireadh fócasghrúpaí ar bun i ngach bord sláinte agus tugadh cuireadh do rannpháirtithe arb ionadaithe iad do stiúrthóirí altranais/cnáimhseachais, lárbhainisteoirí altranais/cnáimhseachais, speisialtóirí altranais agus cnáimhseachais cliniciúla (CNS/CMS), altraí/cnáimhseacha foirne agus othair/cliaint a bheith i láthair (n=274). Rinneadh anailís ar shonraí ag úsáid cur chuige bunaithe ar anailís ábhair. Seoladh ceistiúchán chuig gach speisialtóir altranais agus cnáimhseachais chliniciúil (CNS/CMS) ceadaithe (n=1372). Bhí an ceistiúchán bunaithe ar staidéar de chuid Bamford agus Gibson (2000)[2] faoi na tuairimí a bhí ag speisialtóirí altranais cliniciúla (CNS) a bhíonn ag cleachtadh i dtaobh an róil atá acu agus faoina riachtanais forbartha.

I measc na dtéamaí a tháinig aníos san anailís ábhair bhí ullmhúchán don ról, rathúlacht an róil, luach an róil d'altraí/chnáimhseacha foirne agus d'othair/chliaint, gnéithe oideachasúla an róil agus an gá atá le forbairt ghairmiúil leanúnach sa réimse a bhaineann le torthaí iniúchta agus feidhmithe a thomhais. Tá sé tagtha chun solais go maireann ról an speisialtóra altranais agus cnáimhseachais chliniciúil (CNS/CMS) ar chontanam forbartha. Cé go bhfuil imní ar chuid de na speisialtóirí altranais agus cnáimhseachais cliniciúla (CNS/CMS) faoin nglacadh a bheidh ag altraí/cnáimhseacha eile agus ag gairmithe sa tseirbhís sláinte leis an ról seo, faoi lánpháirtiú agus faoi easpa acmhainní, tá cuid acu ag tomhais éifeachtaí a gcuid idirghabhálacha agus ag iniúchadh a gcuid oibre cheana féin. Foilseofar an tuairisc seo ag tús 2004.

2. Bamford, O, Gibson, F (2000) The Clinical Nurse Specialist: Perceptions of practising CNSs of their role and development needs. *Journal of Clinical Nursing* 9 282-292

Clinical Nurse Specialist/Clinical Midwife Specialist Project: An Evaluation of the Effectiveness of the Role of the Clinical Nurse/Midwife Specialist in Ireland

The National Council undertook a national research project to evaluate the effectiveness of the role of the CNS/CMS in Ireland. A mixed methodology was adopted, and a review of the relevant international and Irish literature was undertaken. Focus groups were held in each health board and participants representative of directors of nursing/midwifery, middle nurse/midwifery managers, CNSs/CMSs, staff nurses/midwives and patients/clients were invited to participate (n=274). Data was analysed using a content analysis approach. All approved CNSs/CMSs (n=1372) were sent a questionnaire which was based on Bamford and Gibson's (2000)[2] study of the perceptions of practising CNSs of their role and development needs.

Themes arising from the content analysis included role preparation, success of the role, the value of the role to staff nurses/midwives and patients/clients, the educational aspects of the role, the need for continuing professional development in the area of audit and performance measurement outcomes. It has emerged that the role of the CNS/CMS exists on a developmental continuum. While some CNSs/CMSs have concerns about acceptance of the role by other nurses/midwives and healthcare professionals, integration and lack of adequate resources, others are already measuring the effects of their interventions and auditing their work. The report will be published in early 2004.

2. Bamford, O, Gibson, F (2000) The Clinical Nurse Specialist: Perceptions of practising CNSs of their role and development needs. *Journal of Clinical Nursing* 9 282-292

Poist d'Ardchleachtóirí Altranais/Chnáimhseachais

Ceadaíodh dhá phost d'ardchleachtóirí altranais agus bhí dhá phost d'ardchleachtóirí creidiúnaithe i 2003, rud a d'ardaigh an líon iomlán de phoist d'ardchleachtóirí altranais agus sealbhóirí poist go seisear. Is iad sin:

- Ceithre phost d'ardchleachtóirí altranais san altranas éigeandála in Ospidéal Naomh Séamas, Baile Átha Cliath.
- Post amháin d'ardchleachtóirí altranais san altranas sláinte ghnéis in Ospidéal Naomh Séamas, Baile Átha Cliath.
- Post amháin d'ardchleachtóirí altranais san altranas réamaiteolaíochta in Ospís Mhuire, Baile Átha Cliath.

Bhíothas ag próiseáil líon áirithe iarratas ag deireadh 2003.

Advanced Nurse Practitioner/ Advanced Midwife Practitioner Posts

Two advanced nurse practitioner (ANP) posts were approved and two ANPs were accredited in 2003, bringing the total number of ANP posts and post-holders to six. These are:

- Four ANP posts in emergency nursing at St James's Hospital, Dublin
- One ANP post in sexual health nursing at St James's Hospital, Dublin
- One ANP post in rheumatological nursing at Our Lady's Hospice, Dublin

A number of ANP applications are in progress at the end of 2003.

Aonaid Phleanála & Forbartha Altranais agus Cnáimhseachais

Lean an Chomhairle Náisiúnta ar aghaidh le cruinnithe a reáchtáil go rialta i rith na bliana le stiúrthóirí na n-aonad pleanála agus forbartha altranais agus cnáimhseachas (NMPDU). Ba é an clár oibre a bhí ann do na cruinnithe sin ná príomhcheisteanna a bhain le forbairt straitéiseach. I measc na n-ábhar a bhí ann do 2003 bhí an fhorbairt ar phoist speisialtóirí altranais agus cnáimhseachais cliniciúla(CNS/CMS) agus poist d'ardchleachtóirí altranais agus cnáimhseachais (ANP/AMP), forbairt ar rólanna ginearálaithe, ar thaighde, ar chúram an duine aosta i réimsí éagsúla agus athchóiriú ar an seirbhís sláinte.

Déanadh dul chun cinn ar an gclár oibre seo mar gheall ar an ngaolmhaireacht éifeachtach oibre a bhí idir foirne na Comhairle Náisiúnta agus na haonaid phleanála agus forbartha altranais agus cnáimhseachais. Déanadh an bunobair ar fad sna cruinnithe a bhí acu go rialta agus trí theagmháil fhoirmiúil agus neamhfhoirmiúil maidir lena lán saincheisteanna gairmiúla agus nósanna imeachta.

Cuireadh formáid nua i bhfeidhm do na cruinnithe réigiúnacha i bhFómhar na bliana 2003, agus foirmíodh grúpaí níos lú agus tugadh an deis dóibh an clár oibre a bhain le cúram an duine aosta a phlé ag leibhéal réigiúnach. Chinntigh an cur chuige seo go raibh cumarsáid idirdhisciplíneach níos fearr agus mar thoradh air sin bhí níos mó aird á thabhairt ar dhearcadh na n-altraí agus na gcnáimhseach a bhí ag obair in earnálacha éagsúla maidir le saincheisteanna agus téamaí cosúil le cúraim an duine aosta.

I mbliana críochnaíodh sraith alt sa nuachtlitir, ar cuireadh tus léi i 2002, faoi aonaid phleanála agus forbartha altranais agus cnáimhseachais indibhidiúla. I rith na bliana 2003 bhí an Chomhairle Náisiúnta agus na haonaid phleanála agus forbartha altranais agus cnáimhseachais ag obair le chéile i gcomhpháirtíocht chun tacaíocht agus forbairt a dhéanamh ar raon leathan de chláir oideachais leanúnaigh a dhéanann freastal ar riachtanais agus leasanna na n-altraí agus na gcnáimhseach atá ag obair ar fud na seirbhíse sláinte.

Nursing and Midwifery Planning and Development Units

The National Council continued to hold regular meetings with the directors of the nursing and midwifery planning and development units (NMPDUs) throughout the year. Key strategic development issues formed the agenda for these meetings. Topics for 2003 included the development of clinical nurse and midwife specialist (CNS/CMS) posts and advanced nurse and midwife practitioner (ANP/AMP) posts, development of generalist roles, research, care of the older person across settings and health service reform.

This agenda was progressed through the effective working relationship between the respective staffs of the National Council and the NMPDUs, the groundwork for which has been laid through these regular meetings and through regular formal and informal contact on many professional and procedural issues.

A new format for the regional meetings was implemented in the autumn of 2003, with smaller groups of participants being formed and given an opportunity for discussion at a regional level around the agenda of care of the older person. This approach ensured greater intradisciplinary communication and gave rise to enhanced awareness of the perspective of nurses and midwives working in different sectors on issues and themes such as care of the older person.

A series of features in the newsletter on individual NMPDUs which had commenced in 2002 was completed this year. Throughout 2003 the National Council and the NMPDUs have worked together in partnership to support and develop a wide range of continuing education programmes that meet the needs and match the interests of nurses and midwives working throughout the health service.

Oideachas Leanúnach

Is cuid mhór d'obair na Comhairle Náisiúnta é leithroinnt an chiste cláir oideachais leanúnaigh. Tháinig forbairt ar an obair seo i gcomhpháirtíocht leis na haonaid phleanála agus forbartha altranais agus cnáimhseachais. Chomh maith leis sin, tháinig an dúthracht agus an dinimiciúlacht ó na haltraí agus na cnáimhseacha a bhí ag obair ag leibhéal áitiúil agus a bhí in ann na hathruithe a bhí ag teastáil chun cur le seirbhísí sláinte othar/cliant lárnach d'ardchaighdéan a shamhlú. I measc na gclár a fuair maoiniú i 2003 bhí idir comhdhálacha aon lae amháin agus tionscadail forbartha chleachtais trí bliana, agus chlúdaigh siad gnéithe éagsúla de chleachtas, bainistíocht, oideachas/oiliúint agus taighde.

Próiseáladh na hiarratais le haghaidh maoinithe de réir an doiciméid *Criteria and Processes for the Allocation of Additional Funding for Continuing Education* (Feabhra 2001). Rinneadh athbhreithniú ar an bhfoirm iarratais oifigiúil i mí Feabhra 2002, agus bhí sé le fáil ach é a iarraidh ón gComhairle Náisiúnta ar an láithreán gréasáin. Tá tuairisc ghairid faoi na cláir oideachais leanúnaigh ar tugadh maoiniú dóibh in 2003 le fáil in aguisín.

Ionaid Oideachais Altranais

Léiríonn na hionaid oideachais altranais forbairt nua i soláthar oideachais inseirbhíse leanúnaigh d'altraí agus chnáimhseacha ar fud na hÉireann. Tá an Chomhairle Náisiúnta ag forbairt nasc le stiúrthóirí na n-ionad seo agus bhí siad ag comhoibriú leo chun sraith léargas a chur le chéile faoin obair a dhéanann siad don nuachtlitir. Beidh an tsraith seo ag leanúint ar aghaidh i 2004.

Continuing Education

The allocation of funding to continuing education programmes is a major part of the National Council's work. This work has developed in partnership with the nursing and midwifery planning and development units. Furthermore it has been fuelled by the enthusiasm and dynamism of nurses and midwives working at local level who can envisage the changes required to enhance patient-/client-centred, high-quality health services. Programmes funded in 2003 range from one-day conferences to three-year practice development projects, and cover various aspects of practice, management, education/training and research.

Applications for additional funding were processed in accordance with the document *Criteria and Processes for the Allocation of Additional Funding for Continuing Education* (February 2001). The original application form was revised in February 2002 and was made available on request from the National Council and on the website. A brief description of all continuing education programmes for which funding was approved in 2003 is included in an appendix.

Centres of Nurse Education

The centres of nurse education represent a new development in the provision of in-service and continuing education for nurses and midwives throughout Ireland. The National Council is developing links with the directors of these centres and has collaborated with them to produce a series of features on their work for inclusion in the newsletter. This series will continue in 2004.

Tionscadal d'Altraí agus do Chnáimhseacha in Oideas a Thabhairt

Tá an *Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products Project* á dhéanamh ag an gComhairle Náisiúnta i gcomhpháirtíocht leis An Bord Altranais. Is í aidhm an tionscadail ná athbhreithniú a dhéanamh ar an mbaint a bhíonn ag altraí agus cnáimhseacha in ullmhóidí leighis a thabhairt, ag féachaint do threoirlínte a chur le chéile maidir le leighis a thabhairt.

Is iad Yvonne O'Shea, Kathleen Mac Lellan, Marie Keane agus Pearse Finegan ionadaithe na Comhairle Náisiúnta ar an gCoiste Stiúrtha ildisciplíneach. Bhí ceithre chruinniú ag an gCoiste in 2003. Roghnaíodh sé shuíomh phíolótacha, agus aontaíodh ar chritéir a bhaineann le hoideas a thabhairt i gcomhar le haltraí/cnáimhseacha agus ar chlár oideachais a roghnú.

Reáchtáil Dámha an Altranais/Chnáimhseachais, Leighis agus Cógaisíochta ag Coláiste Ríoga na Máinlianna in Éirinn clár oideachais sé mhí. Baineadh úsáid as formáidí measctha seachadta, teileachomhdháil san áireamh. Chríochnaigh trí altra agus cnáimhseach is tríocha an clár seo.

Nurse and Midwife Prescribing Project

The *Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products Project* is being undertaken by the National Council in partnership with An Bord Altranais. The purpose of the project is to review the involvement of nurses and midwives in the prescribing of medical preparations, with a view to producing prescribing guidelines.

Yvonne O'Shea, Kathleen Mac Lellan, Marie Keane and Pearse Finegan represent the National Council on the multidisciplinary Steering Committee. Four meetings of this committee were held in 2003. Six pilot sites were selected, and criteria for nurse/midwife collaborative prescribing and for the selection of education programme were agreed.

A six-month education programme was delivered by the Faculties of Nursing/Midwifery, Medicine and Pharmacy at the Royal College of Surgeons in Ireland. Mixed delivery formats were used, including the use of teleconferencing. Thirty-three nurses and midwives completed this programme.

Taighde

Ta an Chomhairle Náisiúnta fos díograiseach faoi fhorbairt a dhéanamh ar thaighde sna gairmeacha trí obair an Oifigigh Fhorbartha Taighde, agus is comhcheapachán é seo leis an mBord um Thaighde Sláinte. Tá an obair seo á threorú ag an gcreatlach straitéiseach *Research Strategy for Nursing and Midwifery in Ireland* (An Roinn Sláinte agus Leanaí, 2003). Tá aon mholadh is fiche le fáil sa chreatlach a bhaineann le taighde, ó ghiniúint go húsáid.

Tá cúram ar choiste de chuid na Ranna Sláinte agus Leanaí, atá faoi chathaoirleacht an Phríomh-Altra agus a bhfreagraíonn an Oifigeach Forbartha Réigiúnach dó, le féachaint chuige go gcuirfí an tuarascáil straitéiseach i bhfeidhm. Tháinig an coiste le chéile ar thrí ócáid éagsúla i 2003, agus d'aontaigh siad ar phlean tionscadail cúig bliana, rinneadh tosaíocht ar mholtaí na straitéise agus forbraíodh plean gníomhaíochta. Ag deireadh na bliana bhí ceithre cinn de na moltaí críochnaithe, bhí tús curtha le sé mholadh eile agus tá siad fós ag dul ar aghaidh, agus tá tús le cur le ceithre mholadh eile go luath i 2004. Tá roinnt faisnéise bhunúsaí bailithe cheana féin, agus is féidir an dul chun cinn a chur i gcomparáid leis sin.

Coinníonn an tOifigeach Forbartha Réigiúnach súil leanúnach ar thaighde trí na bealaí cumarsáide atá ag an gComhairle Náisiúnta cheana féin, is iad sin an nuachtlitir, an láithreán gréasáin, cruinnithe réigiúnacha, máistir-ranganna agus an chomhdháil bhliantúil. Bíonn an tOifigeach Forbartha Réigiúnach páirteach i gcruinnithe leis na príomhpháirtithe leasmhara, ag cur stiúrthóirí na n-aonad pleanála agus forbartha altranais agus cnáimhseachais san earnáil oideachais tríú leéibhéal san áireamh. Tharla líonrú náisiúnta agus idirnáisiúnta agus é mar aidhm aige comhaontas a chothú amach anseo agus tá an tOifigeach Forbartha Réigiúnach ag obair go gníomhach le *European Nurse Research Developers* chomh maith le bheith ag obair ar thionscadail a bhaineann le hÉirinn amháin.

Research

The National Council continues its commitment to developing research in the professions through the work of the Research Development Officer (RDO) who is a joint appointment with the Health Research Board (HRB). This work is guided by the strategic framework *Research Strategy for Nursing and Midwifery in Ireland* (Department of Health and Children, 2003) which contains twenty-one recommendations concerned with research, from generation to utilisation.

A Department of Health and Children committee, which is chaired by the Chief Nursing Officer and to which the RDO reports, is charged with overseeing the implementation of this strategic report. The committee met on three separate occasions in 2003, at which a five-year project plan was agreed, the recommendations of the strategy prioritised and an action plan developed. By the end of the year four recommendations are complete, six have commenced and are on-going, and a further four are due to begin early in 2004. Some baseline information about research has been gathered, against which progress can be measured.

The RDO continues to profile research using the existing communication channels of the National Council, namely the newsletter, website, regional meetings, master classes and the annual conference. The RDO participates in meetings with key stakeholders, including the directors of the nursing and midwifery planning and development units and the third-level education sector. Both national and international networking has occurred for the purpose of building future strategic alliances and the RDO is actively working with a group of European nurse research developers as well as on all-Ireland initiatives.

Cumarsáid agus Teagmháil

An Tríú Comhdháil Náisiúnta – Torthaí Straitéiseacha a Bhaint Amach: An Dúshlán Idirdhisciplíneach

Chuir Yvonne O'Shea, Príomhfheidhmeannach ana Comhairle Náisiúnta tús leis an tríú Comhdháil Náisiúnta, agus ba é Michael Kelly, *Ard-Rúnaí na Roinne Sláinte agus Leanaí* a thug an spreagaitheasc. Mar a tharla sna blianta roimhe seo, bhí an chomhdháil ar siúl ar feadh dhá lá (19-20 Samhain), rud a thug deis do bheagnach míle cleachtóir freastal air, bualadh leis na láithreoirí agus labhairt leo.

Ba é teideal, téama agus ábhar na comhdhála *ná Torthaí Straitéiseacha a Bhaint Amach: An Dúshlán Idirdhisciplíneach*, bhí an obair idirdhisciplíneach ina príomhthéama sa straitéis sláinte, *Ardchaighdeán agus Cothroime – Córas Sláinte Duitse* (An Roinn Sláinte & Leanaí, 2001) agus *Report of the National Task on Medical Staffing* (An Roinn Sláinte & Leanaí, 2001).

I measc na gcainteoirí agus na gcathaoirleach bhí ionadaithe ón Roinn Sláinte agus Leanaí, An Bord Altranais, Na hAonaid Phleanála agus Forbartha Altranais agus Cnáimhseachais, agus saineolaithe i gcleachtais altranais agus cnáimhseachais agus oideachais go bhfuil cáil orthu go hidirnáisiúnta.

Fuarthas cúig cur i láthair is fiche ar phóstaeir ó gach cearn den tír agus ó na rannáin éagsúla den chlár, agus léirigh siad an pháirt a ghlacann na haltraí agus na cnáimhseacha i bhfoirne idirdhisciplíneacha agus chleachtais. Bhí dhá chomórtas póstaeir ar siúl dhá lá i ndiaidh a chéile. Bronnadh duaiseanna ar na buaiteoirí agus orthu siúd a tháinig sa dara háit.

Máistir-Ranganna

Thionóil an Chomhairle *Náisiúnta dhá shraith máistir-ranganna* in earrach agus fómhar na bliana 2003. Reáchtáladh na ranganna ag ionaid ar fud na tíre agus léirigh siad na hábhair suime agus imní éagsúla a bhí ag altraí agus cnáimhseacha. Tá liosta de na cainteoirí a fuair cuireadh chun freastal ar na ranganna agus na teidil a bhí ar a gcur i láthair le fáil thíos. Bhí a lán daoine ag freastal ar gach rang agus bhí na luacháilacha a fuair siad deimhniúil.

- David Harling, Comhairleoir Altranais (Contanam agus Míchumas Foghlama), Hull: Bord Sláinte an Iarthuaiscirt, , 7 Aibreán 2003
- Barbara Vaughan, Comh-Ollamh, Ollscoil Bournemouth: *Roles fit for practice – Challenging traditional boundaries and assumptions*, Bord Sláinte an Iarthair Láir, 19 Bealtaine 2003

Communication and Contact

Third National Conference - Achieving Strategic Outcomes: The Interdisciplinary Challenge

The third national conference of the National Council was opened by the Chief Executive Officer, Yvonne O'Shea, and the key note address was delivered by Michael Kelly, Secretary General, Department of Health and Children. As in previous years, the conference content was repeated over two days (19-20 November), enabling almost 1,000 practitioners to attend, meet the presenters and network.

The title, theme and content of the conference was *Achieving Strategic Outcomes: The Interdisciplinary Challenge*, interdisciplinary working being a prominent theme of the Health Strategy, *Quality and Fairness – A Health System for You* (Department of Health & Children, 2001), and the *Report of the National Task Force on Medical Staffing* (Department of Health & Children, 2003).

The speakers and chairpersons included representatives from the Department of Health and Children, An Bord Altranais, the nursing and midwifery planning and development units, and internationally known experts in nursing and midwifery practice and education.

Eighty-five poster presentations were received from all around the country and from the different divisions of the register, and illustrated nurses' and midwives' involvement in interdisciplinary teams and practice. Two separate poster competitions were held on successive days. Prizes were awarded to the winners and runners-up.

Master Classes

The National Council hosted two series of master classes in the spring and autumn of 2003. The classes were held at venues around the country and reflected the diverse interests and concerns of nurses and midwives. The invited speakers and the titles of their presentations are shown below. There was a high turnout for each class and the evaluations received were affirmative.

- David Harling, Nurse Consultant (Continuum and Learning Disabilities), Hull:
  Continuum – Meaningful forms of support for people with a learning disability who present with additional behavioural and mental health needs, North Western Health Board, 7 April 2003
- Barbara Vaughan, Associate Professor, University of Bournemouth:
  Roles fit for practice – Challenging traditional boundaries and assumptions,
  Mid-Western Health Board, 19 May 2003

- Kevin Gournay, Ollamh le hAltranas Síciatrach, Institute of Psychiatry, Londain: *Developments on evidence-based mental health nursing*, Údarás Sláinte Réigiúnach an Oirthir, i Bealtaine 2003, agus *Implementing evidence- based development in mental health care- Practical considerations*, 17 Meán Fómhair 2003

- Valerie Small, Ardchleachtóir Altranais (Éigeandáil), Ospidéal Naomh Séamas, Baile Átha Cliath: *The development of the advanced nurse practitioner role*, Bord Sláinte an Deiscirt, 8 Deireadh Fómhair 2003.

- Phil Boulter, Comhairleoir Altranais (Míchumais Foghlama), Catherham, Surrey: *People with intellectual disabilities: Facilitating better health and access to mainstream services*, Bord Sláinte an Iarthair, 21 Deireadh Fómhair 2003

- Anne Marie Rafferty, Stiúrthóir, Centre for Policy in Nursing Research, London School of Hygiene and Tropical Medicine: *Future funding for research in nursing and midwifery*, Údarás Sláinte Réigiúnach an Oirthir, 18 Deireadh Fómhair 2003

- Frances Hughes Príomhoifigeach Altranais, An Nua Shéalainn: *Nurse practitioners in New Zealand*, Údarás Sláinte Réigiúnach an Oirthir, 21 Samhain 2003

Láithreán Gréasáin

Rinneadh tuilleadh forbartha ar láithreán gréasáin na Comhairle Náisiúnta (www.ncnm.ie) i 2003. I measc na forbartha bhí obair thábhachtach athdhearaidh ar an láithreán gréasáin ionas go mbeadh sé níos éasca do dhaoine é a úsáid agus níos soláimhsithe.

Is acmhainn thábhachtach í an láithreán gréasáin do na haltraí agus na cnáimhseacha uile agus do dhaoine eile a bhfuil suim acu ann. Is féidir doiciméid uile na Comhairle Náisiúnta a fháil ar an láithreán gréasáin agus is féidir iad a íoschóipeáil ón láithreán gréasáin freisin, agus soláthraíonn leathanach na n-imeachtaí a nuashonraítear go rialta, faisnéis ar chomhdhálacha agus cúrsaí náisiúnta agus idirnáisiúnta a mbeadh spéis ag altraí agus cnáimhseacha iontu.

Tá láithreáin ghréasáin a bhaineann le sé ghrúpa shainspéise curtha ar fáil ag an gComhairle Náisiúnta. Ciallaíonn sé sin go bhfuil trí láithreán gréasáin déag curtha ar fáil ina n-iomlán. Is iad sin:

- Haematology Association of Ireland Nurses' Group
- Head and Neck Nurses' Association (HANNA)
- Irish Apheresis Nurses' Association

- Kevin Gournay, Professor of Psychiatric Nursing, Institute of Psychiatry, London: *Developments in evidence-based mental health nursing*, Eastern Regional Health Authority, 1 May 2003; and *Implementing evidence-based development in mental health care - Practical considerations*, 17 September 2003

- Valerie Small, Advanced Nurse Practitioner (Emergency), St James' Hospital, Dublin: *The development of the advanced nurse practitioner role*, Southern Health Board, 8 October 2003

- Phil Boulter, Nurse Consultant (Learning Disabilities), Caterham, Surrey: *People with intellectual disabilities: Facilitating better health and access to mainstream services*, Western Health Board, 21 October 2003

- Anne Marie Rafferty, Director, Centre for Policy in Nursing Research, London School of Hygiene and Tropical Medicine: *Future funding for research in nursing and midwifery*, Eastern Regional Health Authority, 18 November 2003

- Frances Hughes, Chief Nursing Officer, New Zealand: *Nurse practitioners in New Zealand*, Eastern Regional Health Authority, 21 November 2003

Website

The National Council's website (www.ncnm.ie) underwent further development in 2003. This development included major re-design work in order to make the website more user-friendly and navigable.

The website is an important resource for all nurses and midwives and other interested parties. All National Council documents can be viewed on and downloaded from the website, and the regularly updated events section provides information on national and international conferences and courses of interest to nurses and midwives.

A further six specialist interest groups' websites are now hosted by the National Council, bringing the total number of hosted websites to twelve. These are

- Haematology Association of Ireland Nurses' Group
- Head and Neck Nurses' Association (HANNA)
- Irish Apheresis Nurses' Association
- Irish Association of Critical Care Nurses

- Irish Association of Critical Care Nurses
- Irish Association of Directors of Nursing and Midwifery
- Irish Breast Care Nurses' Association
- Irish Diabetes Nurse Specialist Association
- Irish Nurses' Cardiovascular Association
- Irish Practice Nurses' Association
- Irish Research Nurses' Association
- Psychiatry of Old Age Nurse Education and Development Group
- Respiratory Nurses' Association of Ireland (ANAIL)

Nuashonraíodh an t-eolaire ar an idirlín de na cúrsaí atá curtha ar fáil ag forais tríú leibhéal i bPoblacht na hÉireann agus i dTuaisceart Éireann i rith na bliana. Taifeadadh 400 cuairt sa mhí ar an meán i 2003.

Faoi dheireadh 2003 taifeadadh 539,872 cuairt ar an láithreán gréasáin iomláin.

Nuachtlitir

Lean an Chomhairle Náisiúnta ar aghaidh lena nuachtlitir ráithiúil a scaipeadh ar altraí agus ar chnáimhseacha ar an gClár. Seoladh eagrán an *gheimhridh 2003 chuig 60,159 altra agus cnáimhseach* atá cláraithe leis an mBord Altranais.

Scaipeadh 3,743 cóip breise de gach eagrán i measc pearsanra na seirbhíse sláinte agus eagraíochtaí, *forais ardoideachais agus forais tríú leibhéal agus eagraíochtaí idirnáisiúnta* altranais/cnáimhseachais. Tá an nuachtlitir le fáil freisin ar láithreán gréasáin na Comhairle Náisiúnta .

Ba iad príomhthéamaí na nuachtlitreach i 2003 ná Clár Athchóirithe na Seirbhíse Sláinte agus feasacht ar dhaoine faoi mhíchumais a chothú. Cuireadh míreanna speisialta a raibh achoimrí de *Agenda for the Future Development of Nursing and Midwifery* agus *Guidelines for Portfolio Development for Nurses and Midwives* iontu sna heagráin gheimhridh agus shamhraidh faoi seach.

- Irish Association of Directors of Nursing and Midwifery
- Irish Breast Care Nurses' Association
- Irish Diabetes Nurse Specialist Association
- Irish Nurses' Cardiovascular Association
- Irish Practice Nurses' Association
- Irish Research Nurses' Association
- Psychiatry of Old Age Nurse Education and Development Group
- Respiratory Nurses' Association of Ireland (ANAIL)

The web-based directory of courses offered by third-level institutes in the Republic of Ireland and Northern Ireland was updated during the year. An average of 400 visits per month was recorded in 2003.

By the end of 2003, a total of 539, 872 visits to the whole website had been recorded.

Newsletter

The National Council continued to distribute its quarterly newsletter to all nurses and midwives on the Register. The Winter 2003 issue was sent to 60,159 nurses and midwives registered with An Bord Altranais.

A further 3,743 copies of each issue were distributed to health service personnel and organisations, higher and third-level education institutions and international nursing/midwifery organisations. The newsletter is also available on the National Council's website.

The main themes of the newsletter in 2003 were the Health Service Reform Programme and awareness of people with disabilities (2003 was European Year of People with Disabilities). Special inserts containing summaries of *Agenda for the Future Development of Nursing and Midwifery* and *Guidelines for Portfolio Development for Nurses and Midwives* were included in the summer and winter issues respectively.

Ag Obair leis an nGairm

Thionscain baill na Comhairle Náisiúnta agus a foireann feidhmiúcháin tionscadail agus comhchomhairlí le comhlachtaí gairmiúla éagsúla agus/nó bhíodar gafa leo. Áirítear orthu sin:

- An Bord Altranais
- Association of Psychiatric Nurse Managers
- Ionaid Oideachais Altranais
- Community Mental Health Nurses Association
- Conference of Heads of Irish Universities (CHIU)
- Commission on Nursing Monitoring Committee de chuid na Roinne Sláinte
- Stiúrthóirí na nAonad Pleanála & Forbartha Altranais agus Cnáimhseachais (NMPDU)
- Directors of Nursing (Band 3) Group
- NMPDU Working Group on the Development of a Strategic Framework Outlining the Nursing Contribution in the Provision of a Comprehensive Intellectual Disability Service de chuid Bhord Sláinte Réigiúnach an Oirthir (ERHA)
- Entrust (Irish Clinical Nurse Managers' Association)
- Head and Neck Nurses' Association (HANNA)
- Health Research Board
- Intellectual Disability Nursing Advisory Forum, Rannán um Beartas Altranais
- Irish Association of Directors of Nursing and Midwifery
- Irish Association of Palliative Care (IAPC)
- Cumann Altraí na hÉireann
- Irish Practice Nurses' Association
- An Fóram Comhairleach Altranais um Meabhairshláinte, Rannán um Beartas Altranais
- National Federation of Voluntary Bodies Providing Services for People with Intellectual Disability
- National Health Strategy Consultative Forum
- Northern Ireland Practice and Education Council for Nursing and Midwifery (NIPEC)
- Rannán um Beartas Altranais, An Roinn Sláinte agus Leanaí
- Paediatric Nursing Advisory Forum
- Primary Care Task Force, An Roinn Sláinte agus Leanaí
- Psychiatric Nurses' Association
- Ionadaithe ó Institiúidí Teicneolaíochta a bhfuil baint acu le hoideachas leanúnach d'altraí agus do chnáimhseacha
- Ceardchumann Seirbhísí, Tionsclaíoch, Gairmiúil agus Teicniúil (SIPTU)

Working with the Profession

Members of the National Council and its executive staff have initiated and/or been involved in projects and consultations with various professional bodies. These include:

- An Bord Altranais
- Association of Psychiatric Nurse Managers
- Centres of Nurse Education
- Community Mental Health Nurses Association
- Conference of Heads of Irish Universities (CHIU)
- Department of Health and Children's Commission on Nursing Monitoring Committee
- Directors of the Nursing and Midwifery Planning and Development Units (NMPDUs)
- Directors of Nursing (Band 3) Group
- Eastern Regional Health Authority (ERHA) NMPDU Working Group on the Development of a Strategic Framework Outlining the Nursing Contribution in the Provision of a Comprehensive Intellectual Disability Service
- Entrust (Irish Clinical Nurse Managers' Association)
- Head and Neck Nurses' Association (HANNA)
- Health Research Board
- Intellectual Disability Nursing Advisory Forum, Nursing Policy Division
- Irish Association of Directors of Nursing and Midwifery
- Irish Association of Palliative Care (IAPC)
- Irish Nurses' Organisation
- Irish Practice Nurses' Association
- Mental Health Nursing Advisory Group, Nursing Policy Division
- National Federation of Voluntary Bodies Providing Services for People with Intellectual Disability
- National Health Strategy Consultative Forum
- Northern Ireland Practice and Education Council for Nursing and Midwifery (NIPEC)
- Nursing Policy Division, Department of Health and Children
- Paediatric Nursing Advisory Forum
- Primary Care Task Force, Department of Health and Children
- Psychiatric Nurses' Association
- Representatives from Institutes of Technology concerned with continuing education for nurses and midwives
- Service Industry, Professional and Technical Union (SIPTU)

Lean an feidhmeannas ar aghaidh ag comhairliú altraí agus cnáimhseacha san earnáil phoiblí agus san earnáil phríobháideach, Stiúrthóirí Altranais/Cnáimhseachais, Stiúrthóirí NMPDU, Oifigigh Acmhainní Daonna agus páirtithe leasmhara ar shaincheisteanna cosúil le próisis, gnáthchleachtais, forbairt gairmiúla, roghanna oideachais leanúnaigh, gairmchomhairle phearsanta, agus forbairt rólanna gairmiúla na Comhairle Náisiúnta.

Cuir i Láthair

Rinne an fhoireann feidhmiúcháin na cuir i láthair seo a leanas i rith na bliana.

- *The Roles and Functions of the National Council.* Bainisteoirí altraí sna seirbhísí míchumais intleachtacha i mBord Sláinte Lár Tíre, 20 Feabhra 2003
- *The Roles and Functions of the National Council; Clinical Nurse Specialist Roles in Intellectual Disability Nursing.* Altraí agus mic léinn réamhchláraithe, Ospidéal Stíobhaird, Baile Átha Cliath, 7 Márta 2003
- *The Roles and Functions of the National Council; CNS roles in ID Nursing.* Altraí ag tabhairt faoi chláir Ard-Dioplóma, Coláiste San Aingeal/Teach Cregg, Sligeach, 11 Márta 2003.
- *The Advanced Nurse Practitioner Role: Its Place in Palliative Care. Irish Association for Palliative Care,* Caisleán Bhaile Átha Cliath, 13 Márta 2003
- *The Role of the National Council and its Relevance to Psychiatric Nursing.* An Fóram Comhairleach Altranais um Meabhairshláinte, An Roinn Sláinte agus Leanaí, 26 Márta 2003
- *The Roles and Functions of the National Council.* Clárú an tríú bliain/mic léinn dioplóma (altranas síciatrach), Ollscoil Chathair Bhaile Átha Cliath, 2 Aibreán 2003
- *A Shared Vision.* Comhdháil Réigiúnach Altranais, Bord Sláinte Lár Tíre, 8 Aibreán 2003
- *Where We Are At, Where We Are Going. Nursing and Midwifery Research in Ireland.* Comhdháil Idirnáisiúnta do Thaighde Altranais,Royal College of Nursing , Manchain, 10 Aibreán 2003
- *Expectations of the Role of Clinical Nurse Specialist.* Lá Náisiúnta Oftailmeolaíochta, Ospidéal Súl agus Cluas Ríoga Victoria, Baile Átha Claith, 12 Márta 2003
- *The Professional Development of Psychiatric Nursing Roles to Meet Client Needs.* Cumann Bainisteoirí Altraí Síciatracha, Comhdháil Náisiúnta, Gaillimh, 15-16 Bealtaine 2003
- *Developments in Irish Nursing Research – The Meaning for Palliative Care.* ICumann Cúram Maolaitheach na hÉireann, Baile Átha Cliath, 22 Bealtaine 2003
- *Looking into the Future: The Nursing Contribution to the Provision of a Comprehensive Intellectual Disability Service* (Chair of session). Comhdháil d'Altraí Cláraithe a bhíonn ag obair le daoine faoi Bhac Meabhrach, Aonad Pleanála agus Forbartha Altranais agus Cnáimhseachais, Údarás Sláinte Réigiúnach an Oirthir, Maigh Nuad, 27 Bealtaine 2003

The executive have continued to advise individual nurses and midwives working in both the public and private sectors, directors of nursing/midwifery, directors of the NMPDUs, human resource officers and other interested parties on issues such as National Council processes and procedures, professional development, continuing education options, personal career advice, and development of professional roles.

Presentations

The following presentations were made during the year by the executive staff:

- *The Roles and Functions of the National Council.* Nurse managers in intellectual disability services in the Midland Health Board, 20 February 2003
- *The Roles and Functions of the National Council; Clinical Nurse Specialist Roles in Intellectual Disability Nursing.* Nurses and pre-registration students, Stewart's Hospital, Dublin, 7 March 2003
- *The Roles and Functions of the National Council; CNS roles in ID Nursing.* Nurses undertaking higher diploma programmes, St Angela's College/Cregg House, Sligo, 11 March 2003
- *The Advanced Nurse Practitioner Role: Its Place in Palliative Care.* Irish Association for Palliative Care, Dublin Castle, 13 March 2003
- *The Role of the National Council and its Relevance to Psychiatric Nursing.* Mental Health Nursing Advisory Forum, Department of Health and Children, 26 March 2003
- *The Roles and Functions of the National Council.* Third-year registration/diploma students (psychiatric nursing), Dublin City University, 2 April 2003
- *A Shared Vision.* Regional Nursing Conference, Midland Health Board, 8 April 2003
- *Where We Are At, Where We Are Going. Nursing and Midwifery Research in Ireland.* Royal College of Nursing International Nursing Research Conference, Manchester, 10 April 2003
- *Expectations of the Role of Clinical Nurse Specialist.* National Ophthalmology Day, Royal Victoria Eye and Ear Hospital, Dublin, 12 March 2003
- *The Professional Development of Psychiatric Nursing Roles to Meet Client Needs.* Association of Psychiatric Nurse Managers, National Conference, Galway, 15-16 May 2003

- *Practice Development at Local Level to Support Irish Health Policy.* Entrust,Tulach Mhór, 23 Bealtaine 2003
- *Current Developments in Irish Nursing and Midwifery.* Coiste Oideachais Altraí agus Cnáimhseachais Chorcaigh agus Chiarraí, Corcaigh, 10 Meitheamh 2003
- *Nursing and Midwifery Research in Ireland.* Toscaireacht ar Chuairt ó Earnáil Altraí, Nua Eabhrac, 29 Iúil 2003
- *Identifying Nursing Research Opportunities.* Ospidéal Réigiúnach an Mheán-Iarthair, Luimneach, 21 Lúnasa 2003
- *Nursing and Midwifery Research in Ireland.* Cruinniú Fhorbróirí Taighde Altraí Eorpach, Maidrid, 11 Meán Fómhair 2003
- *The Roles and Functions of the National Council; CNS Roles in Intellectual Disability Nursing.* Altraí agus mic léinn réamhchláraithe, Teach Cregg, Sligeach, 26 Meán Fómhair 2003
- *Developments in Continuing Education for Registered Mental Handicap Nurses in the Eastern Regional Health Authority: Considerations for Specialist and Advanced Practice.* Altraí a bhíonn ag obair sna seirbhísí míchumais intleachtach agus seirbhísí gaolmhara i limistéar Údarás Sláinte Réigiúnach an Oirthir, 28 Deireadh Fómhair 2003
- *Developments in Irish Nursing and Midwifery Research.* Cúrsa Comhordaitheoirí Socrúcháin Cliniciúil Altraí Sláinte Poiblí, Údarás Sláinte Réigiúnach an Oirthir, Baile Átha Cliath, 6 Deireadh Fómhair 2003
- *Role of the National Council and Clinical Nurse Specialists and Advanced Nurse Practitioners.* Cruinniú dintiúir Chumann Altraí na hÉireann, Mullach Íde, 18 Samhain 2003
- *Post-registration Education and Continuing Professional Development of Midwives in Ireland.* Comhchomhdháil Royal College of Midwives agus Cumann Altraí na hÉireann(Rannóg na gCnáimhseach), Ard Mhacha, 20 Samhain 2003
- *Funding Opportunities for Nursing and Midwifery Research.* Léachtóirí, Scoil Altraí agus Chnáimhseachais, Ollscoil na hÉireann, Baile Átha Cliath, 4 Nollaig 2003
- *Occupational Health: The Role of Advanced Nurse Practitioners.* Comhchomhdháil Chumann Altraí na hÉireann (Earnáil Altraí Sláinte Gairme) agus Chumann Altraí Sláinte Gairme in Éirinn, Cill Chainnigh, 5 Nollaig 2003

- *Developments in Irish Nursing Research – The Meaning for Palliative Care.* Irish Association for Palliative Care, Dublin, 22 May 2003
- *Looking into the Future: The Nursing Contribution to the Provision of a Comprehensive Intellectual Disability Service* (Chair of session). Conference for Registered Mental Handicap Nurses, Nursing and Midwifery Planning and Development Unit, Eastern Regional Health Authority, Maynooth, 27 May 2003
- *Practice Development at Local Level to Support Irish Health Policy.* Entrust, Tullamore, 23 May 2003
- *Current Developments in Irish Nursing and Midwifery.* Cork and Kerry Nurse and Midwife Education Committee, Cork, 10 June 2003
- *Nursing and Midwifery Research in Ireland.* Visiting Delegation from Division of Nursing, New York University, 29 July 2003
- *Identifying Nursing Research Opportunities.* Mid-Western Regional Hospital, Limerick, 21 August 2003
- *Nursing and Midwifery Research in Ireland.* Meeting of European nursing research developers, Madrid, 11 September 2003
- *The Roles and Functions of the National Council; CNS Roles in Intellectual Disability Nursing.* Nurses and pre-registration students, Cregg House, Sligo, 26 September 2003
- *Developments in Continuing Education for Registered Mental Handicap Nurses in the Eastern Regional Health Authority: Considerations for Specialist and Advanced Practice.* Nurses working in intellectual disability and related services in the Eastern Regional Health Authority area, 28 October 2003
- *Developments in Irish Nursing and Midwifery Research.* Public Health Nurses' Clinical Placement Co-ordinators Course, Eastern Regional Health Authority, Dublin, 6 October 2003
- *Role of the National Council and Clinical Nurse Specialists and Advanced Nurse Practitioners.* Irish Nurses' Organisation Credentialing Meeting, Malahide, 18 November 2003
- *Post-registration Education and Continuing Professional Development of Midwives in Ireland.* Joint Conference Royal College of Midwives and the Irish Nurses' Organisation (Midwives Section), Armagh, 20 November 2003

Foilseacháin

Tá na foilseacháin seo a leanas ar fáil i bhformáid páipéir ar iarratas agus i bhformáid pdf ar láithreán gréasáin na Comhairle Náisiúnta:

- *Guidelines for Portfolio Development for Nurses and Midwives* (Meán Fómhair 2003)
- *Agenda for the Future Development of Nursing and Midwifery* (Bealtaine 2003)
- Duilleoigín *Database of Third Level Education Courses* (Samhain 2002)
- *Guidelines on the Development of Courses Preparing Nurses and Midwives as Clinical Nurse/Midwife Specialists and Advanced Nurse/Midwife Practitioners* (Bealtaine 2002)
- *Aid to Developing Job Descriptions/Profiles for Clinical Nurse/Midwife Specialist Posts* (Iúil 2001)
- *Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts* (Bealtaine 2001)
- CNS/CMS – *Intermediate Pathway* (Aibreán 2001)
- *Criteria and Processes for the Allocation of Additional Funding for Continuing Education by the National Council* (Feabhra 2001)

- *Funding Opportunities for Nursing and Midwifery Research*. Lecturers, School of Nursing and Midwifery, University College, Dublin, 4 December 2003
- *Occupational Health: The Role of Advanced Nurse Practitioners*. Joint Irish Nurses' Organisation (Occupational Health Nurses' Section) and Occupational Health Nurses' Association in Ireland Conference, Kilkenny, 5 December 2003

Publications

All the following publications are available in paper format, on request and in pdf format on the National Council's website:

- *Guidelines for Portfolio Development for Nurses and Midwives* (September 2003)
- *Agenda for the Future Development of Nursing and Midwifery* (May 2003)
- *Database of Third-Level Education Courses* leaflet (November 2002)
- *Guidelines on the Development of Courses Preparing Nurses and Midwives as Clinical Nurse/Midwife Specialists and Advanced Nurse/Midife Practitioners* (May 2002)
- *Aid to Developing Job Descriptions/Profiles for Clinical Nurse/Midwife Specialist Posts* (July 2001)
- *Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts* (May 2001)
- *CNS/CMS – Intermediate Pathway* (April 2001)
- *Criteria and Processes for the Allocation of Additional Funding for Continuing Education by the National Council* (February 2001)

Comhionannas a Chinntiú agus Meas ar Éagsúlacht a Chothú

Tá éagsúlacht ag teacht ar phobal na hÉireann agus tá sé seo le feiceáil ina measc siúd a bhaineann úsáid as an gcóras sláinte nó a bhíonn ag obair ann. D'aithin an Straitéis Sláinte *Quality and Fairness – A Health System for You* an éagsúlacht seo agus mhol siad creatlach chun acmhainní daonna a fhorbairt ionas go mbeidh an deis ag an bhfoireann dul i dtaithí ar na dúshláin a bhíonn i gceist le héagsúlacht. Ina dhiaidh sin forbraíodh an *Action Plan for People Management in the Health Service* chun treoir sholéir a sholáthar do ghníomhú i seacht limistéar idirspleácha, agus caighdeán maireachtála san áireamh (An Roinn Sláinte agus Leanaí, agus Gníomhaireacht na bhFostóirí Seirbhíse Sláinte, 2002).

Tacaíonn agus aontaíonn an Chomhairle Náisiúnta leis an nóisean gur féidir caighdeán maireachtála a fheabhsú trí chomhionannas deiseanna a sholáthar agus trí ghlacadh le héagsúlacht, agus tallanna agus scileanna na foirne uile a aithint de thoradh sin. Tá sé mar aidhm aici freisin cultúr a chruthú agus a chothú a bhíonn ag iarraidh teacht ar dhifríochtaí, a bhfuil meas agus luach aige ar na difríochtaí sin agus a bhaineann an leas is fearr astu.

Tionscnaimh a Chothaíonn Comhionannas agus Éagsúlacht i 2003

De réir Action 2.2(Ensure equality and value diversity) an APPM, tá na tionscnaimh seo a leanas a chothaíonn comhionannas agus éagsúlacht déanta ag an gComhairle Náisiúnta i 2003:

- Cuireadh an doiciméad *Ensuring Equality and Valuing Diversity* le chéile don fhoireann go léir a leagann beartas na Comhairle Náisiúnta ar chomhionannas agus éagsúlacht amach, agus a aithníonn réimsí lárnacha na n-acmhainní daonna ar féidir comhionannas deiseanna a chothú agus na réimsí ina gcothaítear iad.
- Rinneadh athbhreithniú ar Lámhleabhar Foirne an NCNM ionas go léireodh sé reachtaíocht comhionannais agus go dtabharfadh sé tacaíocht prionsabail agus gníomhartha ábharthachta na Straitéise Sláinte agus an APPM.
- Tugadh obair "fleisc-am" isteach
- Cuireadh sraith dar teideal, "Disability Awareness," i nuachtlitir na Comhairle Náisiúnta mar aitheantas ar Bhliain Eorpach do Dhaoine faoi Mhíchumais. An aidhm a bhí aige ná feasacht a tharraingt ar riachtanais speisialta daoine a bhíonn faoi míchumas fisiceach, intleachtach nó meabhairshláinte i measc altraí, cnáimhseach agus pearsanra eile a bhfuil baint acu leis na seirbhísí sláinte príomhchúram agus príomhshrutha.
- Forbairt phleananna chun clár oiliúna cuí i gcomhionannas agus éagsúlacht a reáchtáil leis an bhfoireann i 2004.

Ensuring Equality and Valuing Diversity

The population of Ireland is becoming increasingly diverse and this is reflected among those who use or work in the health system. The Health Strategy, *Quality and Fairness – A Health System for You* (Department of Health & Children, 2001), acknowledged this diversity and proposed a framework for developing human resources to enable staff to adapt to the challenges of diversity. Subsequently the *Action Plan for People Management in the Health Service* (APPM) was developed to provide a clear road map for action in seven interdependent areas, including quality of life (Department of Health & Children, and Health Service Employers' Agency, 2002).

The National Council supports and endorses the notion that the quality of life can be improved by providing equal opportunities and accommodating diversity, thereby recognising the talents and skills of all staff. It also aims to create and maintain a culture that seeks, respects, values and harnesses difference.

Equality and Diversity Promoting Initiatives in 2003

In accordance with the APPM's Action 2.2 (Ensure equality and value diversity), the National Council has carried out the following equality and diversity promoting initiatives in 2003:

- Production of *Ensuring Equality and Valuing Diversity*, a document for all staff and which sets out the National Council's policy on equality and diversity, and identifies key human resource areas where equality of opportunity can be and is being promoted.
- Revision of the National Council's Staff Manual to reflect equality legislation and to support the principles and relevant actions of the Health Strategy and the APPM.
- Introduction of flexi-time working.
- Inclusion in the National Council newsletter of a series entitled *Disability Awareness* in recognition of European Year of People with Disabilities, with the aim of promoting awareness of the special needs of people with physical, intellectual and mental health disabilities among nurses, midwives and other relevant personnel working in mainstream and primary health care services.
- Development of plans to run an appropriate training programme in equality and diversity with staff in 2004.
- Identification and acquisition of appropriate source and reference material for the development of equality of opportunity policy and policy-implementation activities.

- Aithníodh agus fuarthas ábhar foinse agus tagartha cuí chun comhionannais, agus beartas um chomhionannas agus gníomhartha feidhmiú beartas.
- Cuireadh saincheisteanna faoi éagsúlacht san áireamh agus rinneadh measúnú orthu chomh fada is a bhaineann le haltraí agus cnáimhseacha ag *cruinnithe réigiúnacha agus máistir-ranganna* agus laistigh de chláir oideachais leanúnaigh a bhfuil maoiniú breise curtha ar fáil ag an gComhairle Náisiúnta dó.
- Plean a fhorbairt do thuilleadh tionscnamh agus gníomhartha i 2004.

- Inclusion and consideration of diversity issues concerning nurses and midwives at regional meetings and master classes and within continuing education programmes to which the National Council has allocated additional funding.
- Development of a plan for further initiatives and activities in 2004.

Tuairisc agus Ráitis Airgeadais Don Bhliain Dar Críoch an 31 Nollaig 2003

Report and Financial Statements for the Year Ended 31 December 2003

Tuairisc an Ard-Reachtaire Cuntas agus Ciste le cur i láthair Thithe an Oireachtais

Tá iniúchadh déanta agam ar na ráitis airgeadais ar leathanaigh 70 go 80 faoi Alt 5 d'Acht an Ard-Reachtaire Cuntas agus Ciste (Leasú), 1993.

Freagrachtaí Cuí na Comhairle agus an Ard-Reachtaire Cuntas agus Ciste

Tá freagrachtaí cuntasaíochta na Comhairle leagtha amach i Ráiteas d'Fhreagrachtaí na Comhairle ar leathanach 66. *Tá sé mar fhreagracht* agamsa teacht ar thuairim neamhspleách, bunaithe ar m'iniúchadh, faoi na ráitis airgeadais atá curtha i mo láthair ag an gComhairle agus tuairisc a dhéanamh orthu.

Déanaim athbhreithniú ar an Ráiteas ar Chóras na Smachtanna Inmheánacha Airgeadais ar leathanach 68 le feiceáil an léiríonn sé go bhfuil an Chomhairle ag déanamh de réir na treorach ábhartha ar rialú corporáideach agus tuairiscím aon shampla ábhartha nuair nach ndéanann sí amhlaidh, nó tuairiscím má tá an ráiteas míthreorach nó neamhleanúnach le hais aon eolais eile atá tugtha faoi deara agam ó m'iniúchadh ar na ráitis airgeadais.

Bunús na Tuairime Iniúchta

Agus m'fheidhm mar Ard-Reachtaire Cuntas agus Ciste á cur i ngníomh agam, rinne mé m'iniúchadh ar na ráitis airgeadais faoi réir na gcaighdeán iniúchta eisithe ag Bord na gCleachtas Iniúchta trí thagairt do na comaoineacha speisialta a bhaineann le forais Stáit maidir lena mbainistíocht agus a bhfeidhmiú.

Is éard a áirítear le hiniúchadh *ná scrúdú, ar bhonn trialach, ar fhianaise a bhaineann leis na méideanna agus na* faisnéisithe sna ráitis airgeadais. Áirítear leis freisin measúnú ar na meastacháin agus na breithiúnais shonracha a dhéantar agus na ráitis airgeadais á n-ullmhú, mar aon le measúnú ar na polasaithe cuntasaíochta a bheith cuí ó thaobh imthosca na Comhairle de, agus ar iad a bheith curtha i bhfeidhm go leanúnach agus iad a bheith *nochtaithe go sásúil.*

Phleanáil mé agus rinne mé m'iniúchadh chun an t-eolas agus na míniúcháin go léir a fháil a mhothaigh mé a bheith riachtanach chun go leor fianaise a sholáthar dom ionas go mbeinn in ann dearbhú réasúnta a thabhairt nach bhfuil aon ráiteas ábhartha mícheart sna ráitis airgeadais mar gheall ar chalaois nó mírialtacht eile nó botún. Agus mo thuairim á múnlú, rinne mé luacháil freisin ar shásúlacht fhoriomlán chur i láthair an eolais sna ráitis airgeadais.

An Tuairim

I mo thuairimse, tá leabhair chuntais chearta coinnithe ag an gComhairle agus tugann na ráitis airgeadais, atá ag teacht leo agus a ullmhaíodh i gceart faoi réir na bpolasaithe cuntasaíochta atá leagtha síos ag an Aire Sláinte agus Leanaí, léargas cothrom fírinneach ar staid chúrsaí na Comhairle Náisiúnta d'Fhorbairt Ghairmiúil an Altranais agus an Cnáimhseachais ar 31 Nollaig, 2003, agus ar a hioncam agus ar a caiteachas don bhliain arna críoch ar an dáta sin.

Gerard Smyth

Le haghaidh agus ar son an Ard-Reachtaire Cuntas agus Ciste

10 Bealtaine 2004

Report of the Comptroller and Auditor General for presentation to the Houses of the Oireachtas

I have audited the financial statements on pages 71 to 81 under Section 5 of the Comptroller and Auditor General (Amendment) Act, 1993.

Respective Responsibilities of the Council and the Comptroller and Auditor General

The accounting responsibilities of the Council are set out in the Statement of Council's Responsibilities on page 67. It is my responsibility, based on my audit, to form an independent opinion on the financial statements presented to me by the Council and to report on them.

I review whether the Statement on the System of Internal Financial Control on page 69 reflects the Council's compliance with applicable guidance on corporate governance and report any material instance where it does not do so, or if the statement is misleading or inconsistence with other information of which I am aware from my audit of the financial statements.

Basis of Audit Opinion

In the exercise of my function as Comptroller and Auditor General, I conducted my audit of the financial statements in accordance with auditing standards issued by the Auditing Practices Board by reference to the special considerations which attach to State bodies in relation to their management and operation.

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 judgments made in the preparation of the financial statements, and of whether the accounting policies are appropriate to the Council's circumstances, consistently applied and adequately disclosed.

I planned and performed my audit so as to obtain all the information and explanations that I considered necessary to provide me with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement whether caused by fraud or other irregularity or error. In forming my opinion I also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In my opinion, proper books of account have been kept by the Council and the financial statements, which are in agreement with them and have been properly prepared in accordance with accounting policies laid down by the Minister for Health and Children, give a true and fair view of the state of affairs of the National Council for the Professional Development of Nursing and Midwifery at 31 December 2003 and of its income and expenditure for the year then ended.

Gerard Smyth

For and on behalf of the Comptroller and Auditor General

10 May 2004

Baill na Comhairle	W P Dunbar, Uasal (Cathaoirleach) Valerie Small, Uasal Maura Nash, Uasal Pearse Finegan, Uasal Antoinette Doocey, Uasal Aveen Murray, Uasal Patrick Hume, Uasal Anne Marie Moran, Uasal Kathryn Mc Quillan, Uasal (Éirithe as 1 Márta 03) Anne Carrigy, Uasal (Ceaptha 8 Aibreán 2003) Eileen Kelly, Uasal Mary Mc Carthy, Uasal Marie Keane, Uasal Hazel Daniels, Uasal An tOllamh Pearl Treacy An Dochtúir Cecily Begley Gerry Mc Taggart, Uasal Kieran Feely, Uasal (Ceaptha 8 Aibreán 2003) Colum Bracken, Uasal
Coiste Iniúchta	W P Dunbar, Uasal Patrick Hume, Uasal Kieran Feely, Uasal
Príomhfheidhmeannach	Yvonne O' Shea, Uasal
Seoladh Poist Gnó	6-7 Páirc Ghnó Shráid an Mhainéir Sráid an Mháinéir Baile Átha Cliath 7
Cuntasóirí	Deloitte & Touche Ardán Earlsfort Baile Átha Cliath 2
Iniúchtóirí	An tArd-Reachtaire Cuntas agus Ciste Caisleán Bhaile Átha Cliath Baile Átha Cliath 2
Baincéirí	Banc na hÉireann 2 Faiche an Choláiste Baile Átha Cliath 2

Council Members	Mr W P Dunbar (Chairman) Ms Valerie Small Ms Maura Nash Mr Pearse Finegan Ms Antoinette Doocey Ms Aveen Murray Mr Patrick Hume Ms Anne Marie Moran Ms Kathryn Mc Quillan (Resigned 1 March 2003) Ms Anne Carrigy (Appointed 8 April 2003) Ms Eileen Kelly Ms Mary Mc Carthy Ms Marie Keane Ms Hazel Daniels Prof Pearl Treacy Dr Cecily Begley Mr Gerry Mc Taggart Mr Kieran Feely (Appointed 8 April 2003) Mr Colum Bracken
Audit Committee	Mr W P Dunbar Mr Patrick Hume Mr Kieran Feely
Chief Executive	Ms Yvonne O' Shea
Business Address	6-7 Manor Street Business Park Manor Street Dublin 7
Accountants	Deloitte & Touche Earlsfort Terrace Dublin 2
Auditors	Comptroller & Auditor General Dublin Castle Dublin 2
Bankers	Bank of Ireland 2 College Green Dublin 2

Ráiteas d'Fhreagrachta na gComhairlí

De réir Ionstraim Reachtúil Uimh. 376 na bliana 1999 tá an Chomhairle freagrach as leabhair chearta cuntas a choinneáil a chuireann in iúl go réasúnta cruinn, ag aon am, stádas airgeadais na Comhairle agus as ráitis airgeadais le haghaidh gach bliana airgeadais a ullmhú a thugann léargas fíor agus cothrom ar stádas chúrsaí na Comhairle agus ar bharrachas nó ar easnamh na Comhairle don bhliain sin. Agus na ráitis airgeadais sin á n-ullmhú, ní mór don Chomhairle:

- polasaithe oiriúnacha cuntasaíochta a cheapadh agus iad a chur i bhfeidhm go leanúnach;
- breithiúnais agus meastúcháin a dhéanamh atá réasúnta agus críonna;
- déanamh de réir na gcaighdeán cuntasaíochta cuí, faoi réir aon athraithe ábhartha a chuirtear in iúl agus a mhínítear sna ráitis airgeadais;
- ráitis airgeadais a ullmhú ar bhonn leanúnach ach amháin má bhíonn sé míoiriúnach a bheith ag déanamh go leanfaidh an Chomhairle de bheith ag feidhmiú.

Tá an Chomhairle freagrach as sócmhainní na Comhairle a choinneáil slán agus ag éirí as sin, as céimeanna réasúnta a ghlacadh chun cosc a chur le calaois agus le mírialtachtaí eile agus chun iad a thabhairt faoi deara.

Thar ceann na Comhairle:

W P Dunbar
Kieran Feely } Baill na Comhairle Náisiúnta

Statement of Council's Responsibilities

The Council is responsible, in accordance with Statutory Instrument No. 376 of 1999, for keeping proper books of account which disclose with reasonable accuracy, at any time, the financial position of the Council and for the preparation of the financial statements for each financial year which give a true and fair view of the state of the affairs of the Council and of the surplus or deficit of the Council for that year. In preparing those financial statements, the Council is required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- comply with applicable accounting standards, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the Council will continue in operation.

The Council is responsible for safeguarding the assets of the Council and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the Council:

W P Dunbar
Kieran Feely } Council Members

Ráiteas ar an gCóras Smachta Inmheánaigh Airgeadais

Freagracht as an gCóras Smachta Inmheánaigh Airgeadais

Thar ceann na Comhairle admhaím freagracht na Comhairle maidir le cothabháil agus feidhmiú chóras éifeachtach smachta airgeadais a chinntiú.

Ní féidir leis an gcóras ach dearbhú réasúnta, agus ní dearbhú iomlán, a sholáthar go gcoinnítear sócmhainní slán, go ndéantar idirbhearta a údarú agus a thaifead i gceart agus go gcuirtear cosc le mírialtachtaí ábhartha nó go dtabharfaí faoi deara iad taobh istigh de thréimhse ghairid.

Príomh-Nósanna Imeachta

Tá na nósanna imeachta seo a leanas curtha i bhfeidhm ag an gComhairle chun timpeallacht smachta éifeachtach a chinntiú:

- Tá freagrachtaí na Bainistíochta maidir le smachtanna sainmhínithe go soiléir. Tá teorainneacha foirmiúla údaráis i bhfeidhm agus cuirtear scaradh dualgas i bhfeidhm chomh fada agus is féidir, ag tabhairt san áireamh go bhfuil líon beag fostaithe ann.
- Tá nósanna imeachta foirmiúla ann chun teipeanna tromchúiseacha smachta a thuairisciú agus chun an gníomh ceartaithe cuí a chinntiú.
- Coinnítear gnólacht chuntasóirí chun na ráitis airgeadais don bhliain a ullmhú. Agus an méid sin ar siúl acu déanann siad athbhreithniú ar na taifid chuntasaíochta go léir don bhliain.

Córais Fhaisnéise

Déanann an Chomhairle athbhreithniú ar an mbuiséad bliantúil agus aontaíonn siad é. Ullmhaíonn cuntasóir na Comhairle cuntais bhainistíochta go ráithiúil a dhéanann comparáid idir an caiteachas féin agus an buiséad agus déanann an Coiste Iniúchta athbhreithniú orthu.

Athbhreithniú Bliantúil Smachtanna

Dearbhaím go raibh athbhreithniú ar éifeachtúlacht chóras na smachtanna inmheánacha airgeadais déanta ag an gComhairle faoin mbliain arna críoch 31 Nollaig 2003.

Sínithe thar ceann na Comhairle:

W P Dunbar
Kieran Feely } Baill na Comhairle Náisiúnta

Statement on the System of Internal Financial Control

Responsibility for System of Internal Financial Control

On behalf of the Council, I acknowledge the Council's responsibility for ensuring that an effective system of internal financial control is maintained and operated.

The system can only provide reasonable and not absolute assurance that assets are safeguarded, transactions authorised and properly recorded and that material irregularities or errors are either prevented or would be detected in a timely period.

Key Control Procedures

The Council has put the following procedures in place to ensure an effective control environment:

- Management responsibilities in relation to controls are clearly defined. Formal authorisation limits are in place and segregation of duties is implemented as far as possible given the small number of employees.
- Formal procedures exist for reporting significant control failures and ensuring appropriate corrective action.
- A firm of accountants are retained to prepare the financial statements for the year. In doing so they review all accounting records for the year.

Information Systems

The annual budget is reviewed and agreed by Council. Quarterly management accounts which compare actual expenditure to budget are prepared by the Council's accountant and reviewed by the Audit Committee.

Annual Review of Controls

I confirm that by the year ended 31 December 2003 the Council had conducted a review of the effectiveness of the system of internal financial controls.

Signed on behalf of the Council:

W P Dunbar
Kieran Feely } Council Members

Ráiteas de Pholasaithe Cuntasaíochta don Bhliain arna críoch 31 Nollaig 2003

Cuirtear na polasaithe cuntasaíochta seo a leanas i bhfeidhm go leanúnach nuair is nithe a nglactar leo mar nithe ábhartha maidir le ráitis airgeadais na Comhairle a bhíonn i gceist.

Coinbhinsiún Cuntasaíochta

Ullmhaítear na ráitis airgeadais faoin gcoinbhinsiún costas stairiúil agus comhlíonann siad na Caighdeáin Chuntasaíochta a d'eisigh an tAire Sláinte agus Leanaí.

Bunús an Ullmhúcháin

Cuirtear cionrannta a fhaightear agus atá infhaighte ón Roinn Sláinte agus Leanaí chun sochair an Chuntais Ioncaim agus Chaiteachais bunaithe ar an méid cionroinnte a fhógraíonn an Roinn Sláinte agus Leanaí don Chomhairle i ngach bliain airgeadais.

Áirítear caiteachas sna ráitis airgeadais ar bhonn na bhfabhruithe.

Sócmhainní Seasta Láimhsithe agus Dímheas

Luaitear sócmhainní seasta láimhsithe ag dímheas carntha lúide costas.

Aistrítear ioncam a chuirtear i bhfeidhm i leith cheannach shócmhainní seasta chuig an gCuntas Caipitlithe agus déantar amúchadh air faoi réir dhímheas na sóchmhainní atá i gceist.

Soláthraítear dímheas ag rátaí a áirítear chun costas gach sócmhainne thar a saol ionchais úsáideach nó a luacháil lúide luach iarmharach a dhíscríobh mar seo a leanas:

Ríomhairí	25% Líne Dhíreach
Córas Teileafóin	12.5% Líne Dhíreach
Trealamh Oifige	12.5% Líne Dhíreach
Fearais agus Feistis	12.5% Líne Dhíreach

Statement of Accounting Policies for the Year Ended 31 December 2003

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

Accounting Convention

The financial statements are prepared under the historical cost convention and comply with the Accounting Standards issued by the Minister for Health and Children.

Basis of Preparation

Allocations received and receivable from the Department of Health and Children are credited to the Income and Expenditure Account on the basis of the allocated amount notified by the Department of Health and Children to the Council in each financial year.

Expenditure is included in the financial statements on the accruals basis.

Tangible Fixed Assets and Depreciation

Tangible fixed assets are stated at cost less accumulated depreciation.

Income applied towards the purchase of fixed assets is transferred to the Capitalisation Account and amortised in line with the depreciation of the assets concerned.

Depreciation is provided at rates calculated to write off the cost or valuation less residual value of each asset over its expected useful life, as follows:

Computers	25% Straight Line
Telephone System	12.5% Straight Line
Office Equipment	12.5% Straight Line
Fixtures & Fittings	12.5% Straight Line

Pinsin

Tá comhaltaí foirne buana na Comhairle ina mbaill den Scéim Forbhlianachta Rialtais Áitiúil. Baintear rannfocaíochtaí ó thuarastail agus cuirtear chun sochair an Chuntais Ioncaim agus Chaiteachais iad. Cuirtear íocaíochtaí pinsin faoin scéim do dhochar an Chuntais Ioncaim agus Chaiteachais nuair a íoctar iad. Tá an fiachas maidir le pinsin atá iníoctha le fostaithe frithgheallta ag an Aire Sláinte agus Leanaí. Faoi ordú an Aire Sláinte agus Leanaí, níl aon sholáthar déanta sna ráitis airgeadais a chlúdaíonn fiachais sa todhchaí i leith pinsean atá iníoctha faoin Scéim Forbhlianachta.

Cuntas Ioncaim agus Caiteachais don Bhliain arna críoch 31 Nollaig 2003

	Nótaí	2003	2002
		€	€
Ioncam			
Deontais na Roinne Sláinte agus Leanaí	1	3,939,000	4,167,809
Ioncam Eile	2	13,522	15,954
Aistriú chuig Cuntas Caipitlithe	8	37,994	(26,707)
		3,990,516	4,157,056
Caiteachas			
Caiteachas Oibríochtúil	3	1,728,319	1,597,456
Cláir Oideachais Leanúnacha	4	2,242,713	2,540,000
Caiteachas Iomlán		(3,971,032)	(4,137,456)
Barrachas don bhliain		19,484	19,600
Iarmhéid tugtha ar aghaidh 1 Eanáir 2003		19,600	-
Iarmhéid iompraithe ar aghaidh 31 Nollaig 2003		39,084	19,600

Níl gnóthachan nó caillteanas aitheanta ar bith eile ag an gComhairle taobh amuigh díobh siúd i ráiteas an Chuntais Ioncaim agus Chaiteachais.

Thar ceann na Comhairle:

W P Dunbar
Kieran Feely
} Baill na Comhairle Náisiúnta

Tá na Polasaithe Cuntasaíochta agus nótaí 1 go dtí 8 mar chuid de na ráitis airgeadais seo.

Pensions

Permanent staff of the Council are members of the Local Government Superannuation Scheme. Contributions are deducted from salaries and are credited to the Income and Expenditure Account. Pension payments under the scheme are debited to the Income and Expenditure Account when paid. The liability in respect of pensions payable to employees has been underwritten by the Minister for Health and Children. By direction of the Minister for Health and Children, no provision is made in the financial statements to cover any future liabilities in respect of pensions payable under the Superannuation Scheme.

Income and Expenditure Account for the Year Ended 31 December 2003

	Notes	2003	2002
		€	€
Income			
Department of Health & Children Grants	1	3,939,000	4,167,809
Other Income	2	13,522	15,954
Transfer to Capitalisation Account	8	37,994	(26,707)
		3,990,516	4,157,056
Expenditure			
Operational Expenditure	3	1,728,319	1,597,456
Continuing Education Programmes	4	2,242,713	2,540,000
Total Expenditure		(3,971,032)	(4,137,456)
Surplus for the year		19,484	19,600
Balance brought forward 1 January 2003		19,600	-
Balance carried forward 31 December 2003		39,084	19,600

The Council has no recognised gains and losses other than those dealt with in the statement of Inome and Expenditure Account.

On behalf of the Council:

W P Dunbar
Kieran Feely
} Council Members

The Accounting Policies and notes 1 to 8 form part of these financial statements.

Clár Comhardaithe faoi mar a bhí 31 Nollaig 2003

	Nótaí	2003	2002
		€	€
Sócmhainní Seasta	**5**	176,267	214,261
Sócmhainní Reatha			
Fiachóirí agus Réamhíocaíochtaí	**6**	90,016	29,710
Airgead Tirim ag an mBanc agus ar Láimh		2,722	29,524
		92,738	59,234
Fiachais Reatha	**7**	(53,654)	(39,634)
Glansócmhainní Reatha		39,084	19,600
Sócmhainní Iomlána Lúide Fiachais Reatha		215,351	233,861
Maoinithe ag:			
Cuntas Ioncaim agus Caiteachais		39,084	19,600
Cuntas Caipitlithe	**8**	176,267	214,261
		215,351	233,861

Thar ceann na Comhairle:

W P Dunbar
Kieran Feely
} Baill na Comhairle Náisiúnta

Tá na Polasaithe Cuntasaíochta agus nótaí 1 go dtí 8 mar chuid de na ráitis airgeadais seo.

Balance Sheet as at 31 December 2003

	Notes	2003	2002
		€	€
Fixed Assets	5	176,267	214,261
Current Assets			
Debtors and Prepayments	6	90,016	29,710
Cash at Bank and in Hand		2,722	29,524
		92,738	59,234
Current Liabilities	7	(53,654)	(39,634)
Net Current Assets		39,084	19,600
Total Assets Less Current Liabilities		215,351	233,861
Financed by:			
Income and Expenditure Account		39,084	19,600
Capitalisation Account	8	176,267	214,261
		215,351	233,861

On behalf of the Council:

W P Dunbar

Kieran Feely } Council Members

The Accounting Policies and notes 1 to 8 form part of these financial statements.

Nótaí na Ráiteas Airgeadais don Bhliain arna críoch 31 Nollaig 2003

1. Deontas Ioncaim

	2003	2002
	€	€
Curtha i bhfeidhm i leith caiteachais reatha	3,927,775	4,088,839
Curtha i bhfeidhm i leith caiteachais chaipitlithe (nóta 8)	11,225	78,970
Deontas foctha sa bhliain	3,939,000	4,167,809

2. Ioncam Eile

Rannfocaíochtaí Forbhlianachta	8,522	8,911
Ús bainc faighte	5,000	7,043
	13,522	15,954

3. Caiteachas Oibríochtúil

Foireann	655,723	584,038
Costais Lóistín	160,354	95,120
Taisteal agus Costais Chomhairle	15,182	31,439
Costais Taistil Foirne	23,476	24,731
Teileafón	21,384	27,439
Postas	26,400	16,711
Printéireacht agus Stáiseanóireacht	114,153	68,481
Táirgeadh Nuachtlitreacha	152,537	159,329
Postas Nuachtlitreacha	114,398	104,387
Earcaíocht agus Oiliúint	46,301	52,676
Táillí Iniúchta	3,650	-
Táillí Proifisiúnta	42,850	16,579
Táillí Dlíthiúla	2,457	-
Ríomhairí	23,017	12,296
Tacaíocht Ríomhaireachta	15,073	18,407
Tacaíocht Idirlín agus Leathanaigh Líonra	21,510	26,402
Costais Chomhdhála	60,985	80,027
Ceardlanna Réigiúnacha	40,010	28,825
Síntiúis agus Leabhair	14,520	11,359
Táillí Bainc	394	90

Notes to the Financial Statements for the Year Ended 31 December 2003

1. Revenue Grant

	2003	2002
	€	€
Applied towards current expenditure	3,927,775	4,088,839
Applied towards capital expenditure (note 8)	11,225	78,970
Grant paid in the year	3,939,000	4,167,809

2. Other Income

Superannuation Contributions	8,522	8,911
Bank Interest Received	5,000	7,043
	13,522	15,954

3. Operational Expenditure

Staff	655,723	584,038
Accommodation Costs	160,354	95,120
Council Travel & Expenses	15,182	31,439
Staff Travel Expenses	23,476	24,731
Telephone	21,384	27,439
Postage	26,400	16,711
Printing & Stationery	114,153	68,481
Newsletter Production	152,537	159,329
Newsletter Postage	114,398	104,387
Recruitment & Training	46,301	52,676
Audit Fees	3,650	-
Professional Fees	42,850	16,579
Legal Fees	2,457	-
Computers	23,017	12,296
Computer Support	15,073	18,407
Internet & Web Page Support	21,510	26,402
Conference Expenses	60,985	80,027
Regional Workshops	40,010	28,825
Subscriptions & Books	14,520	11,359
Bank Charges	394	90
Miscellaneous	25,119	23,627

3. Caiteachas Oibríochtúil

	2003	2003	2002	2002
	€	€	€	€
Éagsúil		25,119		23,627
Togra Ordaithe		82,116		114,906
Ceadúnú Bunachar Sonraí Ar-líne		17,491		48,324
Dímheas: Ríomhairí	31,532		28,839	
Córas Teileafóin	2,696		2,696	
Trealamh Oifige	5,490		5,433	
Fearais agus feistis	9,501	49,219	15,295	52,263
		1,728,319		1,597,456

4. Cláir Oideachais Leanúnachas

Údarás Sláinte Réigiúnach an Oirthir	683,785	649,694
Bord Sláinte na Deiscirt	160,293	173,745
Bord Sláinte an OirDheiscirt	265,783	296,836
Bord Sláinte an Iarthair	106,532	409,078
Bord Sláinte an Mheán Iarthair	291,813	260,111
Bord Sláinte an IarThuaiscirt	339,715	416,949
Bord Sláinte Lártíre	147,659	129,733
Bord Sláinte an OirThuaiscirt	247,133	203,854
	2,242,713	2,540,000

3. Operational Expenditure

		2003	2003	2002	2002
		€	€	€	€
Prescribing Project			82,116		114,906
Online Database Licensing			17,491		48,324
Depreciation:	Computers	31,532		28,839	
	Telephone system	2,696		2,696	
	Office equipment	5,490		5,433	
	Furniture and fittings	9,501	49,219	15,295	52,263
			1,728,319		1,597,456

4. Continuing Education Programmes

Eastern Regional Health Authority	683,785	649,694
Southern Health Board	160,293	173,745
South Eastern Health Board	265,783	296,836
Western Health Board	106,532	409,078
Mid-Western Health Board	291,813	260,111
North Western Health Board	339,715	416,949
Midland Health Board	147,659	129,733
North Eastern Health Board	247,133	203,854
	2,242,713	2,540,000

5. Sócmhainní Seasta

	Ríomhairí	Córas Teileafóin	Trealamh Oifige	Troscán agus Feistis (OPW/Sráid an Mhainéir)	Iomlán
	€	€	€	€	€
Costas					
Ar 1 Eanáir 2003	114,773	21,567	43,465	122,362	302,167
Breiseanna	10,773	-	452	-	11,225
Ar 31 Nollaig 2003	125,546	21,567	43,917	122,362	313,392
Dímheas					
Ar 1 Eanáir 2003	44,180	5,392	8,938	29,396	87,906
Táille don bhliain	31,532	2,696	5,490	9,501	49,219
Ar 31 Nollaig 2003	75,712	8,088	14,428	38,897	137,125
Glanluachanna leabhar					
Ar 31 Nollaig 2003	49,834	13,479	29,489	83,465	176,267
Ar 31 Nollaig 2002	70,593	16,175	34,527	92,966	214,261

6. Réamhíocaíochtaí

Réamhíocaíochtaí agus Ioncam Fabhraithe	90,016	29,710

7. Fiachais Reatha

Creidiúnaithe Trádála	494	7,592
Fabhruithe	53,160	32,042
	53,654	39,634

8. Cuntas Caipitlithe

Iarmhéid ar 1 Eanáir 2003		214,261		187,554
Aistriú ón gCuntas Ioncaim agus Caiteachais	11,225		78,970	
Amúchadh faoi réir dímheasa	(49,219)	(37,994)	(52,263)	26,707
Iarmhéid ar 31 Nollaig 2003		176,267		214,261

5. Fixed Assets

	Computers	Telephone System	Office Equipment	Furniture & Fittings (OPW/ Manor Street)	Total
	€	€	€	€	€
Cost					
At 1 January 2003	114,773	21,567	43,465	122,362	302,167
Additions	10,773	-	452	-	11,225
At 31 December 2003	125,546	21,567	43,917	122,362	313,392
Depreciation					
At 1 January 2003	44,180	5,392	8,938	29,396	87,906
Charge for the year	31,532	2,696	5,490	9,501	49,219
At 31 December 2003	75,712	8,088	14,428	38,897	137,125
Net book values					
At 31 December 2003	49,834	13,479	29,489	83,465	176,267
At 31 December 2002	70,593	16,175	34,527	92,966	214,261

6. Prepayments

Prepayments and Accrued Income	90,016	29,710

7. Current Liabilities

Trade Creditors	494	7,592
Accruals	53,160	32,042
	53,654	39,634

8. Capitalisation Account

Balance at 1 January 2003		214,261		187,554
Transfer from Income & Expenditure Account	11,225		78,970	
Amortisation in line with depreciation	(49,219)	(37,994)	(52,263)	26,707
Balance at 31 December 2003		176,267		214,261

Aguisín

Appendix

Cláir Oideachais Leanúnaigh a bhí Ceadaithe le haghaidh Maoinithe i 2003

Teideal an Chláir	Maoiniú Iomlán Ceadaithe i 2003	Gearrchuntas ar an gClár
Údarás Sláinte Réigiúnach an Oirthir		
Cuir Chuige atá dírithe ar réitigh a aimsiú i gCleachtadh Altranais Mheabhairshláinte	€34,600.00	Maoiniú tosaigh do chúrsa i gcuir chuige atá dírithe ar réitigh a aimsiú i gcleachtadh altranais mheabhairshláinte le hOllscoil Chathair Bhaile Átha Cliath agus le seirbhísí meabhairshláinte laistigh d'Údarás Sláinte Réigiúnach an Oirthir.
Clár Forbartha Bainistíochta do Bhainisteoirí Cnáimhseacha Cliniciúla	€36,200.00	Clár trí mhí a bhfuil mar aidhm aige scileanna bainistíochta bhainisteoirí cnáimhseacha cliniciúla a fhorbairt san Ospidéal Náisiúnta Máithreachais, in Ospidéal Ban an Cholm, agus in Ospidéal an Rotunda.
Cláir Dhioplóma Iarchéime/Mháistreachta Eolaíochta san Altranas Seaneolaíoch	€76,000.00	Maoiniú tosaigh a sholáthar chun cláir iarchéime altranais san altranas seaneolaíoch a bhunú le hOllscoil Chathair Bhaile Átha Cliath, Ospidéal Beaumont, Ospidéal Mhuire, agus le haonaid eile i mBord Sláinte Limistéar an Tuaiscirt a chuireann cúram ar fáil do dhaoine aosta.
Cláir Dhioplóma Iarchéime/Mháistreachta Eolaíochta san Altranas Oinceolaíochta	€76,000.00	Maoiniú tosaigh chun cláir iarchéime altranais san altranas oinceolaíochta a bhunú le hOllscoil Chathair Bhaile Átha Cliath, le hOspidéal Beaumont, agus le Ospís Naomh Proinsias.
Clár Forbartha Inniúlachta d'Altranas Ardchleithiúnais le haghaidh Altraí Ginearálta Míochaine a oibríonn sna bardaí agus Altraí Máinliachta	€22,000.00	Clár a chistiú in Ospidéal Naomh Séamas chun inniúlachtaí altraí a bhíonn ag obair i mbardaí míochaine ginearálta agus bardaí máinliachta a fhorbairt sa chaoi go mbeidh siad in ann cúram a thabhairt d'othair a mbíonn géarthinneas orthu, a ndearnadh cúram dóibh i dtimpeallacht ardchleithiúnais.
Dioplóma Iarchéime san Altranas Míochaine/ Altranas Máinliachta	€38,000.00	Maoiniú tosaigh a sholáthar chun clár dioplóma iarchéime san altranas míochaine agus máinliachta a bhunú le hOllscoil Chathair Bhaile Átha Cliath agus le hOspidéal Beaumont.
Pacáistí Gníomhfhoghlama d'Altraí a bhíonn ag obair le Míchumas Intleachtach	€7,200.00	Éascaíocht a dhéanamh de phacáistí gníomhfhoghlama do bhainisteoirí altraí cliniciúla ag lárionad Naomh Uinseann ar Bhóthar na hUaimhe.

Continuing Education Programmes Approved for Funding in 2003

Title of Programme	Total Funding Approved in 2003	Outline of Programme
Eastern Regional Health Authority (ERHA)		
Solution-Focused Approaches in Mental Health Nursing Practice	€34,600.00	Provision of start-up funding for a course in solution-focused approaches in mental health nursing practice with Dublin City University and mental health services within the ERHA.
Management Development Programme for Clinical Midwife Managers (1)	€36,200.00	A three-month programme aiming to develop the management skills of clinical midwife managers in the National Maternity Hospital, the Coombe Women's Hospital and the Rotunda Hospital.
Graduate Diploma/Master of Science Programmes in Gerontological Nursing	€76,000.00	Provision of seed-funding to set up postgraduate nursing programmes in gerontological nursing with Dublin City University, Beaumont Hospital, St Mary's Hospital and other units providing care to older persons in the Northern Area Health Board.
Graduate Diploma/Master of Science Programmes in Oncology Nursing	€76,000.00	Provision of seed-funding to set up postgraduate programmes in oncological nursing with Dublin City University, Beaumont Hospital and St Francis' Hospice.
Competency Development Programme for High-Dependency Nursing for Ward-Based General Medical and Surgical Nurses	€22,000.00	Funding of a programme at St James' Hospital to develop the competencies of nurses working on general medical and surgical wards to care for acutely ill patients previously nursed in a high-dependency setting.
Graduate Diploma in Medical/ Surgical Nursing	€38,000.00	Provision of seed-funding to set up a graduate diploma programme in medical and surgical nursing with Dublin City University and Beaumont Hospital.
Action Learning Sets for Intellectual Disability Nurses	€7,200.00	Facilitation of action learning sets for clinical nurse managers at St Vincent's Centre, Navan Road.

Teideal an Chláir	Maoiniú Iomlán Ceadaithe in 2003	Gearrchuntas ar an gClár
Dioplóma Iarchéime agus Modúil Leithleacha san Altranas Míchumais Intleachtach	€55,000.00	Maoiniú tosaigh a sholáthar do chonairí clinicúla san altranas míchumais intleachtach a fhorbairt sa chlár iarchéime san altranas in Ollscoil Chathair Bhaile Átha Cliath i gcomhar le seirbhísí míchumais intleachtach laistigh d'Údarás Sláinte Réigiúnach an Oirthir.
Clár d'Fhorbairt Cleachtais Altraí	€7,000.00	Clár atá a reáchtáil ag Dámh an Altranais, Coláiste Ríoga na Máinlianna in Éirinn, agus in éineacht le seirbhísí in Údarás Sláinte Réigiúnach an Oirthir. An aidhm atá aige ná tacaíocht a thabhairt d'altraí cúram ar ardchaighdeán atá othair-lárnach a chur chun cinn agus forbairt cleachtais bhreise a spreagadh.
Ag Féachaint i dTreo na Todhchaí	€6,000.00	Comhdháil aon lae d'altraí a bhíonn ag obair le daoine faoi bhac meabhrach a bhfuil mar aidhm aici athbhreithniú a dhéanamh ar an mbaint a bhíonn ag altraí i soláthar seirbhíse cuimsithí do dhaoine a bhíonn faoi mhíchumas intleachtach.
Maoirseacht chliniciúil d'Altraí Cúraim Mhaolaitheach Baile	€7,200.00	Clár a thugann maoirseacht chliniciúil isteach sa timpeallacht ina mbíonn cúram maolaitheach baile in Ospidéal Mhuire, Cois Araild.
Oiliúint i dTeiripe Leictreabhaoth-thonnach d'Altraí Cláraithe Síciatracha	€7,500.00	Clár atá mar aidhm aige oiliúint don fhoireann altranais a fhorbairt i Seirbhísí Meabhairshláinte Vergemount i réimse cúraim an othair i rith na teiripe agus ina diaidh.
Pleanáil an fhórsa oibre a chomhtháthú le Pleanáil Seirbhísí agus Cleachtas Bainistíochta	€8,900.00	Comhdháil aon lae do bhainisteoirí altraí agus cnáimhseach in Údarás Sláinte Réigiúnach an Oirthir a bhfuil sé mar aidhm aici aird a tharraingt ar phleanáil an fhórsa oibre agus ar an mbaint a mbíonn aige le pleanáil seirbhíse.
Todhchaí na gClár, "Filleadh ar Chleachtas Altranais agus Cnáimhseachais," a fhorbairt	€44,500.00	Clár deich mí a bhfuil sé mar aidhm aige na gnéithe uile de na cláir ," Filleadh ar Chleachtas Altranais agus Cnáimhseachais,"a mheasúnú agus prionsabail náisiúnta mar an gcéanna d'ábhair agus do sheachadadh na gclár sin a fhorbairt sa todhchaí, agus ar an gcaoi sin cothromas idir soláthar agus rochtain d'altraí a chinntiú.
Cúram- An Dúshlán is mó	€6,000.00	Comhdháil náisiúnta aon lae a scrúdóidh an coincheap de chúram san altranas.

Title of Programme	Total Funding Approved in 2003	Outline of Programme
Graduate Diploma and Stand-Alone Modules in Intellectual Disability Nursing	€55,000.00	Provision of seed-funding for the development of clinical pathways in intellectual disability nursing on the graduate nursing programme at Dublin City University in association with intellectual disability services within the ERHA.
Nurse Practice Development Programme	€7,000.00	A programme run by the Faculty of Nursing, Royal College of Surgeons in Ireland, and with services in the ERHA, and aiming to support nurses in the promotion of high-quality patient-centred care and to stimulate further practice development.
Looking into the Future	€6,000.00	A one-day conference for mental handicap nurses and aiming to review the nursing contribution in the provision of a comprehensive intellectual disability service.
Clinical Supervision for Palliative Home Care Nurses	€7,200.00	A programme introducing clinical supervision to the palliative home care setting in Our Lady's Hospice, Harold's Cross.
Electroconvulsive Therapy Training for Registered Psychiatric Nurses	€7,500.00	A programme aiming to develop training for nursing staff in Vergemount Mental Health Services in the area of patient care before, during and after electroconvulsive therapy.
Integrating Workforce Planning into Service Planning and Management Practice	€8,900.00	A one-day conference for nurse and midwife managers in the ERHA and aiming to raise awareness of workforce planning and its relevance to service planning.
Developing the Future of "Return to Nursing and Midwifery Practice" Programmes	€44,500.00	A ten-month programme aiming to evaluate all aspects of "return to nursing and midwifery practice" programmes in Ireland and develop common national principles for the content and delivery of such programmes in the future, thus ensuring equity of provision and access for nurses.
Caring - The Greatest Challenge	€6,000.00	A one-day national conference examining the concept of caring within nursing.

Teideal an Chláir	Maoiniú Iomlán Ceadaithe in 2003	Gearrchuntas ar an gClár
An Bord Sláinte Lár Tíre		
Forbairt Seirbhísí Altranais agus Cnáimhseachais sa Bhord Sláinte Lár Tíre. Comhfhís	€8,000.00	Comhdháil réigiúnach aon lae a phléifidh forbairtí sa todhchaí a mbeidh éifeacht acu ar altraí agus cnáimhseacha i réigiún an Bhoird Sláinte Lár Tíre.
Eolas Tosaigh ar Mhíchumais Intleachtacha	€12,000.00	Gearrchúrsa teastais atá mar aidhm aige eolas tosaigh a thabhairt d'altraí nach mbíonn ag obair le daoine faoi mhíchumas meabhrach faoin teoiric atá mar bhunchloch ag an soláthar seirbhíse intleachtacha.
Leading an Empowered Organisation (LEO): An Clár Chun Oiliúnóirí a Oiliúint	€23,132.00	Clár cúig lá chun oiliúnóirí eagraíocht chumasaithe a threorú (LEO) a ullmhú.
***Diaibéiteas a Bhainistiú* sa Phríomhchúram: Clár Clanfhoghlama**	€22,890.00	Clár sé mhí cianfhoghlama atá mar aidhm aige teoiric atá bunaithe ar fhianaise agus scileanna atá mar bhunchloch ag an gcúram a thugtar do dhaoine a mbíonn diaibéiteas acu a sholáthar d'altraí a bhíonn ag obair i dtimpeallacht cúraim phríomhúil.
Clár Forbartha Altra Cliniciúil/ Cnáimhseachspeisialtóir	€6,750.00	Clár a bhfuil sé mar aidhm aige feabhas a chur ar chumas speisialtóirí altranais cliniciúla an ról atá acu a chomhlíonadh.
An tEolas is Déanaí faoin gCógaseolaíocht d'Fhoireann Altranais a bhíonn ag obair in Earnáil an Mhíchumais Intleachtaigh	€3,600.00	Clár dhá lá a bhfuil sé mar aidhm aige cuidiú le haltraí a bhíonn ag obair in earnáil an mhíchumais intleachtaigh dul i dtaithí ar shárchleachtas bainistíochta cógas agus an t-eolas is déanaí a fháil faoi.
Bord Sláinte an Mheán-Iarthair		
Clár chun Cleachtas Cnáimhseachais a Fhorbairt	€112,412.00	Clár forbartha cleachtais cnáimhseachais a dhéanfaidh cleachtas cnáimhseachais a mheas, a fhorbairt, a chur i bhfeidhm agus a monatóireacht a dhéanamh air thar thréimhse thrí bliana sna seirbhísí máithreachais i mBord Sláinte an Mheán-Iarthair.
Forbairt Ghairmiúil ar Bhainisteoirí Altraí Cliniciúla	€22,680.00	Clár dhá bhliain chun na hinniúlachtaí atá riachtanach do bhainistiú éifeachtach agus d'athrú a chur i bhfeidhm go rathúil a thabhairt do bhainisteoirí altraí.

Title of Programme	Total Funding Approved in 2003	Outline of Programme
Midland Health Board (MHB)		
The Development of Nursing and Midwifery Services in Midland Health Board: A Shared Vision	€8,000.00	A one-day regional conference exploring the future developments affecting nurse and midwives in the MHB region.
Introduction to Intellectual Disabilities	€12,000.00	A short certificate course aiming to provide non-mental handicap nurses with an introduction to the theory underpinning intellectual disability service provision.
Leading an Empowered Organisation (LEO): Training the Trainer Programme	€23,132.00	A five-day training programme to prepare LEO trainers.
Diabetes Management in Primary Care: Distance Learning Programme	€22,890.00	A six-month distance-learning programme aiming to provide nurses working in the primary care setting with evidence-based theory and skills underpinning the care of people with diabetes.
Clinical Nurse Specialists' Development Programme	€6,750.00	A programme aiming to improve clinical nurse specialists' capabilities in fulfilling their roles.
***Pharmacology Update for Nursing Staff* Working within the Intellectual Disability Sector**	€3,600.00	A two-day programme aiming to familiarise and update nurses working within the intellectual disability sector with best medications management practice.
Mid-Western Health Board (MWHB)		
Midwifery Practice Development Project	€112,412.00	A midwifery practice development programme which will evaluate, develop, implement and monitor midwifery practice over a three-year period in the maternity services in the MWHB.
Professional Development of Clinical Nurse Managers	€22,680.00	A two-year programme concerned with providing nurse managers with the competencies necessary for effective management and the successful implementation of change.

Teideal an Chláir	Maoiniú Iomlán Ceadaithe in 2003	Gearrchuntas ar an gClár
Coinneálacht a Chur Chun Cinn agus Neamhchoinneálacht a Bhainistiú	€17,850.00	Clár sé lá d'altraí agus do chnáimhseacha in Ospidéal Réigiúnach an Mheán-Iarthair, Ospidéal Naomh Eoin, Ospidéal Ginearálta Inse, Ospidéal Máithreachais Naomh Munchin agus Ospidéal Ginearálta an Aonaigh chun feasacht faoi shaincheisteanna coinneálachta a fheabhsú agus chun saineolas ina thaobh a fhorbairt.
Cúram Cliantlárnach a Chothú trí Chomhpháirtíocht	€2,400.00	Clár a chuirfidh clár iomlánaíoch faoi athrú chultúir agus athrú chórais i bhfeidhm laistigh de shuíomh chónaitheach ionas go bhféadfaí cliantchúram a fheabhsú in Ionad Naomh Uinseann, Lios na Graí.
Clár chun athbheochana nua-naíoch a chur ar fáil	€3,660.00	Clár aon lae dírithe ar oiliúint a thabhairt in athbheochan nua-naíoch.
Baill sheasmhach a bheith ar Leanaí nua-bheirthe sula ndéantar iad a bhogadh	€760.00	Clár aon lae atá dírithe ar scileanna a thabhairt d'altraí agus do chnáimhseacha maidir le baill sheasmhach a bheith ar leanaí nua- bheirthe sula ndéantar iad a bhogadh.
Othair Chnáimhseacha a mbíonn Géarthinneas orthu	€2,640.00	Clár aon lae atá dírithe ar na scileanna a bhaineann le hothair chnáimhseacha a mbíonn géartinneas orthu a bhainistiú.
Pacáistí Gníomhfhoghlama d'Altraí a bhíonn ag obair le Míchumas Intleachtach	€7,200.00	Éascú phacáistí gníomhfhoghlama do bhainisteoirí altraí cliniciúla ag Ionad Naomh Uinseann, Lios na Graí.
Gearrtheiripe le Fócas ar Thorthaí	€6,200.00	Clár trí lá chun forbairt a dhéanamh ar scileanna teiripeacha na n-altraí síciatracha.
Réamheolas ar Theiripe Chognaíoch	€6,200.00	Clár trí lá le scileanna a thabhairt d'altraí síciatracha in úsáid creatlaigh cognaíocha in idirghabhálacha teiripeacha.
Cúram Maolaitheach	€1,000.00	Comhdháil Ildisciplíneach réigiúnach aon lae dírithe ar fhorbhreathnú achomair a thabhairt ar an ról atá ag lucht gairme na sláinte a bhíonn i mbun chúraim mhaolaithigh, rialú siomtóim agus cúram a dhéanamh do bhaill an teaghlaigh.
Eachma Aetópach	€1,000.00	Comhdháil aon lae chun altraí a sholáthar leis an eolas is nua i dtaobh eachma aetópach, lena n-áirítear aon dul chun cinn atá déanta i gcóireáil nó a dhéanfar amach anseo, bainistíocht altranais, modhnú iompraíochta agus tionchar síceasóisialta an reachta ar na hothair.

Title of Programme	Total Funding Approved in 2003	Outline of Programme
Promotion of Continence and the Management of Incontinence	€17,850.00	A six-day programme for nurses and midwives in the Mid-Western Regional Hospital, St John's Hospital, Ennis General Hospital, St Munchin's Maternity Hospital and Nenagh General Hospital and aiming to improve awareness of and develop expertise in continence issues.
Sustaining Client-Centred Care through Partnership	€2,400.00	A programme introducing a holistic programme of culture and system change within a residential setting in order to improve client care in St Vincent's Centre, Lisnagry.
Neonatal Resuscitation Provider Programme	€3,660.00	A one-day programme aiming to provide training in neonatal resuscitation.
Pre-Transport Stabilisation of New Babies	€760.00	A one-day programme aiming to provide nurses and midwives with the skills for effective stabilisation of newborn babies prior to transportation.
The Critically Ill Obstetric Patient	€2,640.00	A one-day programme aiming to provide midwives with the skills for management of the critically ill obstetric patient.
Action Learning Sets for Intellectual Disability Nurses	€7,200.00	Facilitation of action learning sets for clinical nurse managers at St Vincent's Centre, Lisnagry.
Brief Solution-Focused Therapy	€6,200.00	A three-day programme facilitating psychiatric nurses' development of therapeutic skills.
An Introduction to Cognitive Therapy	€6,200.00	A three-day programme providing skills in the use of a cognitive framework in therapeutic interventions for psychiatric nurses.
Palliative Care	€1,000.00	A one-day multidisciplinary regional conference aiming to give a brief overview of the role of palliative care health professionals, symptom control and caring for family members.
Atopic Eczema	€1,000.00	A one-day conference aiming to provide nurses with the most up-to-date knowledge of atopic eczema, including current and future advances in treatments, nursing management, behaviour modification and psychosocial impact of the condition on patients.

Teideal an Chláir	Maoiniú Iomlán Ceadaithe in 2003	Gearrchuntas ar an gClár
Dédhiagnóis: Galar Alzheimer	€800.00	Clár aon lae dírithe ar oideachas a chur ar altraí i gcúram agus i mbainistiú daoine le dédhiagnóis de Ghalar Alzheimer agus Siondróm Down.
Beartas Idirghabhála tar éis Theagmhais agus Foireann Tacaíochta Géarchéime	€4,800.00	Clár oiliúna le haghaidh painéil altraí sna seirbhísí meabhairshláinte a gcuirfear sainscileanna i mbainistíocht ghéarchéime orthu, ionas go mbeidís ábalta tacaíocht a thabhairt i ndiaidh theagmhais chriticiúil a bhaineann le féinmharaithe, le hiarracht féinmhairithe nó le heachtraí trámacha eile.
Scileanna a bhaineann le tuarascálacha a scríobh	€700.00	Clár aon lae dírithe ar aird a tharraingt ar a thábhachtaí is a bhíonn sé taifid a choinneáil agus tuarascálacha a scríobh sna seirbhísí a chuirtear ar fáil ag Eagraíocht Rátha agus Limistéir Rátha do Dhaoine faoi Mhíchumas.
Forbairt Bainistíochta agus Ceannaireachta do Bhainisteoirí Altraí Cliniciúla	€20,913.00	Clár oiliúna naoi lá do bhainisteoirí altraí cliniciúla ina mbeidh oiliúnt ar fáil ar Eagraíocht Chumasaithe a Threorú (LEO) agus ar inniúlachtaí bainistíochta arna aithníodh ag an Oifig um Bainistiú Sláinte.
An tEolas is Déanaí faoin gCógaseolaíocht d'Fhoireann Altranais a bhíonn ag obair in Earnáil an Mhíchumais Intleachtaigh	€3,600.00	Clár dhá lá a bhfuil sé mar aidhm aige cuidiú le haltraí a bhíonn ag obair in earnáil an mhíchumais intleachtaigh dul i dtaithí ar shárchleachtas bainistíochta cógas agus an t-eolas is déanaí a fháil faoi.
Conas tosú ar Thaighde Cleachtais Cliniciúil a dhéanamh; ó dhréachtsmaointe go dtí Torthaí Rathúla	€1,775.00	Lá staidéir dírithe ar bhealaí praiticiúla agus indéanta inar féidir taighde comhoibritheach atá dírithe ar chleachtas a thosú agus a fhorbairt laistigh de chleachtas cliniciúil laethúil.

Bord Sláinte an Oirthuaiscirt

Saincheisteanna Gairmiúla agus Dlíthiúla do Speisialtóirí Altranais/Cnáimhseachais Cliniciúla	€3,650.00	Clár aon lae dírithe ar chabhrú le speisialtóirí altranais/cnáimhseachais cliniciúla tuiscint a fhorbairt ar na saincheisteanna gairmiúla agus dlíthiúla a mbíonn tionchar acu ar a gcuid rólanna.

Title of Programme	Total Funding Approved in 2003	Outline of Programme
Dual Diagnosis: Alzheimer's Disease and Down's Syndrome	€800.00	A one-day programme aiming to educate nurses in the care and management of those with a dual diagnosis of Alzheimer's disease and Down's syndrome.
Postvention Policy and Crisis Team Support	€4,800.00	A programme training a panel of nurses in the mental health services with specific skills in crisis management in order to provide support following a critical incident involving suicide, attempted suicide or other traumatic events.
Report Writing Skills	€700.00	A one-day programme aiming to highlight the importance of record keeping and report writing in intellectual disability services.
Management and Leadership Development	€20,913.00	A nine-day training programme for clinical nurse managers incorporating training in the Leading an Empowered Organisation and management competencies identified by the Office for Health Management.
Pharmacology Update for Nursing Staff Working in the Intellectual Disability Sector	€3,600.00	A two-day programme familiarising and updating nurses working in the intellectual disability sector with best medications management practice.
Getting Clinical Practice Research Happening: From Rough Ideas to Successful Outcomes	€1,775.00	A study day aiming to identify practical and achievable ways in which practice-focused collaborative research can be initiated and developed within everyday clinical practice.

North Eastern Health Board (NEHB)

Professional and Legal Issues for Clinical Nurse/Midwife Specialists	€3,650.00	A one-day programme aiming to assist clinical nurse/midwife specialists to develop an understanding of the professional and legal issues that impact on their role.

Teideal an Chláir	Maoiniú Iomlán Ceadaithe in 2003	Gearrchuntas ar an gClár
Córas Iniúchta Chliniciúil i gCleachtas Altranais agus Cnáimhseachas a thabhairt isteach	€17,928.00	Clár iniúchta chliniciúil ina mbeifear ag baint úsáide as an gcóras bainistíochta caighdeáin "Quasar" agus ina mbeidh clár oiliúna ar fáil do chomhordaitheoirí forbartha um chleachtas altranais, oifigigh fhorbartha altranais/cnáimhseachais agus speisialtóirí cliniciúla. Tar éis an chúrsa a dhéanamh beidh an fhaisnéis, na scileanna agus na meoin atá riachtanach chun iniúchadh cliniciúil a dhéanamh ar a dtoil acu.
Forbairt ar Sheirbhísí Príomhchúram Cluaise faoi stiúir Altraí do Dhaoine Aosta	€4,440.00	Clár chúig lá ag tabhairt faisnéise agus scileanna do chleachtóirí chun go mbeidís ábalta cúram iomlánaíoch a thabhairt do dhaoine le fadhbanna cluaise agus éisteachta agus chun go mbeidís ábalta mionfhadhbanna cluaise a aithint agus a chóireáil.
Altranas Duine-Lárnach agus Tionscadal um Fhoireann Chustaiméir-Lárnaigh a thógáil	€7,496.00	Clár sé lá a bhaineann le cleachtas altranais a fhorbairt, a fheabhsú agus a thacú i dhá aonad cónaitheacha do dhaoine aosta i mBord Sláinte an Oirthuaiscirt.
Clár Forbartha do Speisialtóirí Altranais/ Cnáimhseachais Cliniciúla	€36,300.00	Clár a bhfuil sé mar aidhm aige feabhas a chur ar chumas speisialtóirí altranais chliniciúla an ról atá acu a chomhlíonadh.
Bainistiú Cneá Fianaise-Bhunaithe agus Nuashonrú Saincheisteanna Gairmiúla a chur chun cinn	€2,445.00	Comhdháil aon lae agus é mar aidhm aici eolas a thabhairt do na haltraí, chomh maith leis na scileanna agus na dearcaí atá ag teastáil uathu chun cleachtais fianaise-bhunaithe a chur chun cinn i réimse bainistiú na gcneácha.
Clár Forbartha Réigiúnach um Chonairí Cúraim Comhtháite	€3,268.00	Clár trí lá agus é mar aidhm aige altraí a chur ar an eolas, chomh maith le scileanna agus dearcaí a thabhairt dóibh a bheidh riachtanach chun foirne ildisciplíneacha a threorú i dtreo forbairt chonairí cúraim fianaise-bhunaithe comhtháite.
Tionscadal Forbartha Cleachtais	€76,100.00	Tionscnamh forbartha cleachtais ilghnéitheach dhá bhliain in Ospidéal Ginearálta Mhuineacháin. Bheadh sé mar aidhm ag an tionscadal seo cumhacht agus tacaíocht a thabhairt do na haltraí athruithe a chur i bhfeidhm ar sholáthar seirbhíse.

Title of Programme	Total Funding Approved in 2003	Outline of Programme
Introduction of a Clinical Audit System in Nursing and Midwifery Practice	€17,928.00	A clinical audit programme incorporating the use of the Quasar quality management system and the provision of a training programme for nursing practice development co-ordinators, nurse/midwife development officers and clinical specialists to provide them with the knowledge, skills and attitudes required to undertake clinical audit.
Development of Nurse-Led Primary Ear Care Services for Older People	€4,440.00	A five-day programme providing practitioners with the knowledge and skills to enable them provide holistic care for people with ear and hearing problems and to identify and treat minor ear problems.
Person-Centred Nursing and Customer-Focused Team Building Project	€7,496.00	A six-day programme concerned with developing, enhancing and supporting nursing practice in two residential units for older people in the NEHB.
Clinical Nurse/Midwife Specialist Development Programme	€36,300.00	A programme aiming to improve clinical nurse/midwife specialists' competencies required for their role.
Promoting Evidence-Based Wound Management and Professional Issues Update	€2,445.00	A one-day conference aiming to empower nurses with the knowledge, skills and attitudes required to promote evidence-based practice in the management of wounds.
Integrated Care Pathways Regional Development Programme	€3,268.00	A three-day programme aiming to empower nurses with the knowledge, skills and attitudes required to lead multidisciplinary teams in the development of integrated, evidence-based care pathways.
Practice Development Project	€76,100.00	A two-year multi-faceted practice development initiative at Monaghan General Hospital aiming to empower and support nursing staff to lead changes in service provision.
Regional Orthopaedic/Trauma Development Programme	€2,354.00	An orthopaedic/trauma development programme enabling nurses to develop the knowledge and skills required to update their practices in line with service provision.

Teideal an Chláir	Maoiniú Iomlán Ceadaithe in 2003	Gearrchuntas ar an gClár
Clár Forbartha Réigiúnach Ortaipéideach/Tráma	€2,354.00	Clár forbartha ortaipéideach/tráma a chuirfeadh ar chumas na n-altraí an t-eolas agus na scileanna atá ag teastáil uathu a fhorbairt chun nuashonrú a dhéanamh ar a gcuid cleachtais, ar aon dul le soláthar seirbhíse.

Bord Sláinte an Iarthuaiscirt

Tionscadal Chúraim Othair-Lárnach	€16,120.00	Tionscadal chun tacú le forbairt chúraim altranais in aonaid Ospidéil Ghinearálta Shligigh, de réir na prionsabail atá ann faoi chúram othair-lárnach.
Leading an Empowered Organisation (LEO): Clár Oiliúna d'Oiliúnóirí	€21,626.00	Clár oiliúna cúig lá chun oiliúnóirí LEO a ullmhú.
Cur Chuige Réigiúnach i leith Forbartha Beartais agus Treoirlíne san Altranas agus sa Chnáimhseachas	€23,400.00	Clár oiliúna réigiúnach chúig lá chun oiliúnóirí a ullmhú chun feidhmiú mar éascaitheoirí sna heagraíochtaí ina bhfuil siad ag obair agus forbairt a dhéanamh ó thaobh beartais agus treoirlíne de. Beidh sé mar aidhm acu cur chuige caighdeánach i réigiún Bhoird Sláinte an Iarthuaisceart a fhorbairt.
Cúram Caighdeánaithe agus Chomhtháite do Mhná le Dúlagar Iarbhreithe	€10,000.00	Clár a bhaineann le Comhairliú ar dhúlagar iarbhreithe agus comhairliú gaolmhar eile le haitheantas a thabhairt agus bainistíocht a dhéanamh d'oiliúnóirí a chuireann oiliúint ar altraí sláinte poiblí, altraí ginearálta, cnáimhseacha agus altraí síciatracha. Chomh maith leis sin bheadh sé mar aidhm ag an gclár seo na seirbhísí ábhartha a nascadh le chéile.
Measúnú ar na Riachtanais a bhaineann le Maireachtáil Neamhspleách	€9,000.00	Clár sé mhí ag ullmhú altraí foirne chun measúnú a dhéanamh ar riachtanais daoine le míchumas intleachtach atá ag maireachtáil go neamhspleách i gClár Pobail Tí Cregg.
Barr Feabhais i gCleachtas, Bainistíocht, Taighde agus Cáilíocht Oideachais	€10,000.00	Sparánacht a chur ar fáil chun tacaíochta a thabhairt do cheithre altra ó rélmsí difriúla cleachtais chun cleachtas nua a chur i bhfeidhm nó cleachtas a athrú.

Title of Programme	Total Funding Approved in 2003	Outline of Programme
North Western Health Board (NWHB)		
Patient-Centred Care Project	€16,120.00	A project providing for the development of nursing care in units at Sligo General Hospital according to the principles of patient-centred care.
Leading an Empowered Organisation (LEO): Training the Trainer Programme	€21,626.00	A five-day training programme to prepare LEO trainers.
Regional Approach to Policy and Guideline Development in Nursing and Midwifery	€23,400.00	A five-day regional training programme in policy and guideline development preparing trainers to act as facilitators within their organisations for policy and guideline development with the aim of developing a standardised approach across the NWHB region.
Standardised and Integrated Care for Women with Postnatal Depression	€10,000.00	A programme for trainers of public health nurses, general nurses, midwives and psychiatric nurses in the recognition and management of postnatal depression and related counselling and aiming to link the relevant services.
Assessment of Needs of Independent Living	€9,000.00	A six-month programme preparing staff nurses to assess the needs of people with an intellectual disability who live in independent accommodation in the Cregg House Community Programme.
Excellence in Practice, Management, Research and Education Award	€10,000.00	Provision of a bursary to support four nurses from different practice areas to innovate or change practice.
Enhancement of Nursing Practice in the Coronary Care Unit	€6,000.00	A three-month project providing for a nurse to develop nursing practice in relation to the administration of intravenous medication in the coronary care unit of Sligo General Hospital with a view to updating the policy and expanding the nursing role.
Developing Skills for Effective Care Plans	€3,600.00	A one-day educational programme aiming to develop the skills of nurses in the Sligo/Leitrim Mental Health Service in writing effective care plans.

Teideal an Chláir	Maoiniú Iomlán Ceadaithe in 2003	Gearrchuntas ar an gClár
Feabhas a chur ar chleachtas Altranais san Aonad Cúram Chorónaigh	€6,000.00	Tionscadal trí mhí a thabharfaidh an deis d'altra, cleachtas altranais a fhorbairt maidir le cógais infhéitheach a thabhairt do dhuine san aonad cúram chorónaigh atá in Ospidéal Ginearálta Shligigh. Chomh maith leis sin beidh sé mar aidhm an beartas a nuashonrú agus an ról altranais a leathnú.
Scileanna a Fhorbairt i leith Phleananna Cúraim Éifeachtaigh	€3,600.00	Clár oideachais aon lae agus é mar aidhm aige cur le scileanna na n-altraí atá ag obair le Seirbhís Mheabhairshláinte Shligigh/Liatroma ionas go mbeidh siad in ann pleananna cúraim éifeachtaigh a scríobh.
Cultúr a bhaineann le Daoine a choinneáil san Ionad Oibre a Chothú	€4,900.00	Comhdháil aon lae ag cur smaointeoireacht straitéiseachaí, ceannaireacht agus gníomhaíocht d'altranais céadlíne agus bainisteoirí cnáimhseacha chun cinn, chun cabhrú leo cleachtais a bhaineann le coinneáil foirne a chur chun cinn agus a chur san áireamh mar chuid de chultúr na heagraíochta.
Croílár an Chúraim	€2,950.00	Clár píolótach sé mhí ag cur oiliúint ar phríomhaltraí chun cabhrú le haltraí atá ag obair le seirbhísí do dhaoine aosta. Bheadh an cúrsa seo á reáchtáil chun na cleachtais is fearr a roinnt agus a chur i gcomparáid lena chéile agus chun pleananna gníomhaíochta a fhorbairt a chuirfeadh athruithe i bhfeidhm.

Bord Sláinte an Oirdheiscirt

Pacáiste Acmhainní an Speisialtóra Altranais/Cnáimhseachais Chliniciúil	€11,584.00	Maoiniú don phacáiste acmhainní do speisialtóirí altranais/cnáimhseachais cliniciúla
Leading an Empowered Organisation (LEO): Clár Oiliúna d'Oiliúnóirí	€52,369.80	Clár cúig lá chun oiliúnóirí Eagraíocht Chumasaithe a Threorú (LEO) a ullmhú.
Géarchúram do Pháistí	€3,000.00	Clár chun cur le heolas agus scileanna na n-altraí a bhíonn ag obair le páistí a bhíonn an-tinn, a léiríonn treoirlínte maidir le dea-chleachtais agus a phléann na gnáthaimh atá oiriúnach chun a chinntiú go bhfaigheann páistí atá an-tinn na seirbhísí chúraim chriticiúil is fearr atá ann is cuma cén áit a mbíonn siad.

Title of Programme	Total Funding Approved in 2003	Outline of Programme
Building a Culture of Retention in the Workplace	€4,900.00	A one-day conference promoting strategic thinking, leadership and action for front-line nursing and midwifery managers to assist them in promoting and incorporating staff retention practices as part of their organisation's culture.
Essence of Care	€2,950.00	A six-month pilot programme training key nurses to facilitate nurses in services for the older person to share and compare best practice and to develop action plans for change.

South Eastern Health Board (SEHB)

The Clinical Nurse/Midwife Specialist Role Resource Pack	€11,584.00	Funding of the resource pack for clinical nurse and midwife specialists.
Leading an Empowered Organisation (LEO): Training the Trainer Programme	€52,369.80	A five-day training programme to prepare LEO trainers.
Critical Care for Children	€3,000.00	A programme enhancing the knowledge and skills of nurses working with critically ill children which outline best practice guidelines and discusses appropriate procedures to ensure critically ill children receive optimal critical care services wherever they present.
Paediatric Intravenous Cannulation	€3,700.00	A programme developing and promoting best practice and training trainers in intravenous cannulation of the child/neonate.
Advanced Life Support in Obstetrics: Instructors Course	€2,730.00	A structured evidence-based multidisciplinary course in advanced life support and the practical management of obstetric emergencies, leading to development of participants to provide in-service education within their own clinical settings.
Cervical Screening	€10,800.00	A six-month programme in the skills of cervical screening for practice nurses.

Teideal an Chláir	Maoiniú Iomlán Ceadaithe in 2003	Gearrchuntas ar an gClár
Cannúlacht Infhéitheach Péidiatraiceach	€3,700.00	Clár chun forbairt a dhéanamh agus dea-chleachtais a chur chun cinn agus chun oiliúint a chur ar oiliúnóirí maidir le cannúlacht infhéitheach an linbh/ an nua-naí.
Ard Taca Beatha sa Chnáimhsí: Cúrsa d'Oiliúnóirí	€2,730.00	Cúrsa ildisciplíneach struchtúrtha fianaise-bhunaithe in ard taca beatha agus bainistíocht phraiticiúil in éigeandálaí chnáimhseacha, agus mar thoradh air sin bheadh na rannpháirtithe ag forbairt oideachais inseirbhíse ina shuíomh cliniciúil féin.
Scagthastáil Ceirbheacsaí	€10,800.00	Clár sé mhí d'altraí cleachtais sna scileanna a bhaineann le scagthastáil ceirbheacsaí.

Bord Sláinte an Deiscirt

Cúrsa d'Éascaitheoirí Tuismíochta	€3,500.00	Cúrsa sé seachtaine páirtaimseartha le haghaidh cnáimhí. Tabharfaidh sé deis do na daoine a bheidh páirteach ann cláir réamhbheirthe agus cláir thuismíochta oiriúnacha agus solúbtha a chur ar fáil do na daoine a bhaineann úsáid as an seirbhís.
Cur Chun Cinn Cleachtais atá bunaithe ar Fhianaise agus ar Fheasacht Taighde	€4,500.00	Dhá sheisiún déag ar scileanna bunúsacha taighde agus bainistithe faisnéise. An aidhm atá ag an gcúrsa ná altraí ó gach disciplín a ullmhú le cúrsaí acadúla a dhéanamh agus le fianaise a chur i bhfeidhm ina gcuid gcleachtais.
Dédhiagnóis do Dhaoine faoi Mhíchumais Intleachtacha a mbíonn Fadhbanna Meabhairshláinte acu	€850.00	Ceardlann aon lae le haghaidh altraí a bhíonn ag obair le daoine a bhíonn faoi mhíchumais intleachtacha. Déanann sí athbhreithniú ar fhorleithne fadhbanna meabhairshláinte i ndaoine faoi mhíchumais intleachtacha, ar na deacrachtaí a bhaineann leis na fadhbanna sin a fháthmheas, ar conas monatóireacht a dhéanamh ar mheabhairshláinte, ar na roghanna cóireála atá ann agus ar conas meabhairshláinte mhaith a chur chun cinn.
Bás agus an Éifeacht atá aige ar Aosaigh atá faoi Mhíchumas Intleachtach	€850.00	Ceardlann aon lae le haghaidh altraí a bhíonn ag obair in earnáil an mhíchumais intleachtaigh. Pléann sé bris, bás agus conas tacaíocht a thabhairt don duine a atá faoi mhíchumas intleachtach

Title of Programme	Total Funding Approved in 2003	Outline of Programme
Southern Health Board (SHB)		
Parenthood Facilitators' Course	€3,500.00	A part-time six-week course for midwives enabling the participants to facilitate consumer-friendly and flexible antenatal and parenthood programmes for service-users.
Promotion of Evidence-Based Practice and Research Awareness	€4,500.00	Twelve sessions on basic research and information management skills, aimed at preparing nurses of all disciplines to undertake academic courses and to implement evidence in their practice.
Dual Diagnosis for People with Intellectual Disabilities and Mental Health Problems	€850.00	A one-day workshop for nurses working with people with intellectual disabilities, reviewing the prevalence of and difficulties in the diagnosis of mental health problems in people with intellectual disabilities, monitoring mental health, treatment options and promoting good mental health.
Bereavement and Adults with Intellectual Disability	€850.00	A one-day workshop for nurses working in the area of intellectual disability and covering loss, bereavement and supporting the person with an intellectual disability.
Philosophy at Work in Community Nursing	€750.00	A series of workshops on philosophy within the context of the work of public health nurses and other nurses working in the community.
Leading an Empowered Organisation (LEO): Training the Trainer Programme	€14,116.00	A five-day training programme to prepare LEO trainers.
Sensory Integration	€600.00	A one-day workshop aiming to present information on sensory integration, the effects of sensory integration dysfunction, observation and intervention.
Mental Health Matters	€4,015.00	A one-day conference repeated over two days, comprising lectures and workshops on the holistic approach to mental health, open to all nurses and midwives, and aiming to assist nurses in developing the model of service envisaged in the SHB steering group report *Focusing Minds*.

Teideal an Chláir	Maoiniú Iomlán Ceadaithe in 2003	Gearrchuntas ar an gClár
An Fhealsúnacht a Chur i bhfeidhm in Altranas Pobail	€750.00	Sraith ceardlann faoin bhfealsúnacht i gcomhthéacs na hoíbre a dhéanann altraí sláinte poiblí agus altraí eile a bhíonn ag obair i measc an phobail.
Leading an Empowered Organisation (LEO): Clár Oiliúna d'Oiliúnóirí	€14,116.00	Clár cúig lá chun oiliúnóirí in Eagraíocht Chumasaithe a Threorú (LEO) a oiliúint.
Comhtháthú Céadfach	€600.00	Ceardlann aon lae chun faisnéis a thabhairt ar chomhtháthú céadfach, ar éifeachtaí mífheidhmiú i gcomhtháthú céadfach, ar bhreathnóireacht agus ar idirghabháil.
Ábhair a bhaineann le Meabhairshláinte	€4,015.00	Comhdháil aon lae, ach cuirtear ar siúl dhá lá as a chéile í. Bíonn léachtanna agus ceardlanna ar siúl a bhaineann le cur chuige iomlánaíoch maidir le meabhairshláinte. An cuspóir atá aici ná cabhair a thabhairt d'altraí forbairt a dhéanamh ar an múnla seirbhíse a gcuirtear síos air ins an tuairisc ó ghrúpa stiúrtha Bhord Sláinte an Deiscirt "Focusing Minds". Bíonn cead ag gach altra agus gach cnáimhseach freastal ar an gcomhdháil seo.
Clár chun Cleachtas Cnáimhseachais a Fhorbairt	€54,400.00	Tionscadal chun forbairt a dhéanamh ar chleachtas cnáimhseachais ag Ospidéal Máithreachais aontaithe Chathrach Chorcaí . Mairfidh sé ocht mí, agus beidh dhá chéim ann. Beidh baint ag 300 cnáimhseach sa deisceart leis.
Ardtacaíocht Beatha Cnáimhseachais	€11,160.00	Clár dhá lá le haghaidh cnáimhseach a bhaineann le hardtacaíocht beatha sa chnáimhseach. Ullmhaítear oiliúnóirí áitiúla chun críche oiliúna céimnithe a fhorbairt trasna na hÉireann.
Pacáistí Gníomhfhoghlama (ALS) – Oiliúint san Éascaíocht	€9,250.00	Grúpa tosaigh d'altraí agus de chnáimhseacha a oiliúint faoi Phacáistí Gníomhfhoghlama (ALS) chun go mbeidh siad in ann bheith mar éascaitheoirí Pacáistí Gníomhfhoghlama (ALS) i dteannta altraí agus cnáimhseach eile i réigiún Bhord Sláinte an Deiscirt.
Ardtacaíocht Beatha Cairdiaiche	€7,500.00	Cúrsa trí lá a chabhraíonn leis na daoine a bhíonn páirteach ann ardscileanna tacaíochta beatha cairdiaiche a fhorbairt. Aithnítear agus ullmhaítear oiliúnóir áitiúil.

Title of Programme	Total Funding Approved in 2003	Outline of Programme
Midwifery Practice Development Project	€54,400.00	An eight-month, two-phase midwifery practice development project at the unified Cork City Maternity Hospital, involving 300 midwives in the southern region.
Advanced Life Support in Obstetrics	€11,160.00	A two-day programme in advanced obstetric life support for midwives and preparation of local trainers with a view to developing cascade training across Ireland.
Action Learning Sets - Training in Facilitation	€9,250.00	Training of an initial cohort of nurses and midwives about action learning sets (ALS) in order to act as facilitators of ALS with other nurses and midwives in the SHB region.
Advanced Cardiac Life Support	€7,500.00	A three-day course facilitating the participants' development of advanced cardiac life support skills and identification and preparation of a local instructor.
Professional Development Programme (Practice Nursing)	€7,200.00	A one-year programme facilitating the professional development of practice nurses in the SHB region through the use of portfolios.

Western Health Board (WHB)

Advanced Nurse Practitioner Development (Site Preparation and Job Description Development)	€115,998.00	A two-year project developing sites at Portiuncula, Mayo General and University College Hospitals for advanced nursing practice in areas of pain control, oncology, accident and emergency, diabetes and urology.
Workload Measurement Skills Training	€29,200.00	A six-month programme training trainers and developing regional expertise in workload measurement skills.
Introducing a New Model of Care within the Mayo Mental Health Services	€19,333.00	A one-year project aiming to develop and enhance the planning of client care by evaluating different models of nursing and to adapt and introduce a suitable model within the Mayo mental health services.

Teideal an Chláir	Maoiniú Iomlán Ceadaithe in 2003	Gearrchuntas ar an gClár
Clár Forbartha Gairmiúla(Cleachtas Altranais)	€7,200.00	Clár aon bhliain a éascaíonn forbairt ghairmiúil altraí cleachtais i réigiún Bhord Sláinte an Deiscirt trí phunanna a úsáid.

Bord Sláinte an Iarthair

Forbairt Ardchleachtóra Altranais (Forbairt Suíomh agus Forbairt ar Jabthuairisc)	€115,998.00	Tionscadal dhá bhliain a fhorbróidh suímh ag Ospidéal Portiuncula, Ospidéal Ginearálta Mhaigh Eo agus ag Ospidéil na nOllscoileanna le haghaidh ardchleachtais altranais i réimsí a bhaineann le rialú péine, le hoinceolaíocht, le ranna timpistí agus éigeandála, le díaibéiteas agus le húireolaíocht.
Oiliúint i Scileanna um Ualach Oibre a Thomhas	€29,200.00	Clár sé mhí ag oiliúint oiliúnóirí agus ag forbairt saineolas réigiúnach i scileanna um ualach oibre a thomhas.
Múnla Cúraim Nua a Thabhairt Isteach laistigh de Sheirbhísí Mheabhairshláinte Mhaigh Eo	€19,333.00	Tionscadal aon bhliain amháin chun cúram cliant a fhorbairt agus a fheabhsú trí mheasúnú a dhéanamh ar mhúnlaí difriúla altranais agus trí mhúnla oiriúnach altranais a athchóiriú agus a thabhairt isteach laistigh de sheirbhísí meabhairshláinte Mhaigh Eo.