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ANNUAL REPORT  
**2009**

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THE PHARMACEUTICAL SOCIETY  
OF IRELAND



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THE PHARMACY REGULATOR

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## FOREWORD

This annual report is presented to the Minister for Health and Children Ms. Mary Harney TD, in accordance with paragraph 17(1) of Schedule 1 to the Pharmacy Act 2007.

## THE PHARMACEUTICAL SOCIETY OF IRELAND

The Pharmaceutical Society of Ireland (PSI) is the statutory body for pharmacists and pharmacies in Ireland, established by the Pharmacy Act 2007. It acts in the public interest to regulate the profession.

## INTRODUCTION

The year 2009 has been a challenging one for the pharmacy sector, the wider economy and society, and the PSI. However, I am pleased to report on a number of significant developments.

On 1st August 2009, the remaining part of the Pharmacy Act 2007, Part 6, which deals with complaints, inquiries and discipline was commenced by the Minister for Health and Children. The Council of the PSI established the Disciplinary Committees provided for in this part of the Act later in the year and the PSI now has in place a system to deal with complaints that are made to the PSI about pharmacists and retail pharmacy businesses (pharmacies).

The PSI continued to work in 2009 on undergraduate pharmacy education, the in-service practical training (pre-registration) programme and continuing professional development for pharmacists. In October, the first Masters-level Internship Programme for student pharmacists was introduced and this was one of the most significant developments enabled by the Act, to date. The PSI has also commenced a baseline analysis of current pharmacy practice in Ireland, to prepare the sector for the challenging periods ahead. The *Pharmacy Ireland 2020* initiative, now well under way, is indicative of a high level of commitment of the Council to enhancing patient value, enhancing the careers of pharmacists and making a real change for patients in the way they receive pharmacy services.

The Council continues to advocate for the highest standards and safe systems of pharmacy practice in the interests of patients, keeping all aspects of its activities under review.

I wish to acknowledge the co-operation and assistance of the Registrar and staff of the PSI during the past year and

to thank them for achieving the results outlined in this report. Undoubtedly 2009 has been a year of progress for the PSI.

I also wish to acknowledge the significant contribution and commitment of my fellow Council members. In particular, I would like to remember and appreciate the contribution of the late Professor John Feely to the PSI Council at a critical time following the introduction of the legislation in 2007 and to extend the sympathies of the PSI Council to his family.

I would also like to thank former Council members, Mr. Colm Fagan, Ms. Phil O' Neill, Mr. Richard Durkin, Mr. Cormac Deasy, Mr. Brendan Hayes, Prof. Peter Weedle and Dr. William Boles for their service to the Council, which ended in 2009. I would like to welcome those who were appointed to the Council in 2009; Mr. Sean Hurley, Dr. John Hillery, Mr. Aidan Horan, Mr. Stephen Boyle, Ms. Kate Mulvenna, Ms. Margaret Doherty, Mr. Eoghan Hanly, Dr. Ann Frankish and Mr. John Collins. In 2009 the Council of the PSI approved the Corporate Governance Framework of the PSI which underpins the Code of Practice for the Governance of State Bodies issued by the Department of Finance, and which will serve to ensure the Council continues to function in line with best practice, in the public interest.

Finally, on a personal note, I am deeply honoured to serve as President and would like to thank my fellow Council members, in particular the chairs of the various committees for their support and the direction they give to the work of the Council.



Ms. Noeleen Harvey  
President

## OVERVIEW

This Annual report outlines the many achievements and the outputs of the PSI in 2009. The Council has been hugely supportive as we continue to build the framework for the future of Irish pharmacy, and I would like to thank the President, Vice-President, Committee Chairs and Council members for their important contributions and strong leadership. I would also like to thank the former members of the Audit Committee Mr. Tom McGuinn, Ms. Kate Mulvenna, Dr. John Hillery and Mr. Aidan Horan for their hard work and welcome the new members of the Audit Committee, Ms. Eugenie Canavan, Mr. John Gloster, Mr. Noel Conroy and Mr. Dermot Magan.

I would also like to put on record my appreciation of the hard work of the Senior Management Team and staff of the PSI and I commend them for their dedication to the implementation of the legislation and the development of pharmacy in Ireland over the last year.

I would like to place on record my appreciation and thanks to the following at the Department of Health and Children: Minister Mary Harney, TD, Ministers of State Mr. John Moloney and Ms. Aine Brady, Secretary General Mr. Michael Scanlan, Assistant Secretary Mr. Paul Barron, Assistant Secretary Mr. Bernard Carey, Assistant Secretary Noel Usher, Principal Officer Mr. Colm Desmond, Principal Officer Ms. Deirdre Walsh, Assistant Principal Officer Mr. Thomas Monks and the Chief Pharmacist Ms. Marita Kinsella. I would also like to thank An Taoiseach, Mr. Brian Cowen TD and the Minister for Arts, Sport and Tourism Mr. Martin Cullen for their support in bringing the International Pharmaceutical Federation (FIP) conference to Ireland in 2013.

I wish to particularly pay tribute to those in the Irish pharmacy sector who have worked with us in the past year, the patient advocacy groups, patient representative bodies, pharmacy profession representative bodies, colleagues in other healthcare professions and other regulators.

The PSI continues to have an impact at European level through the Healthcare Professionals Crossing Borders initiative and by working with the EU Commission, the Council of Europe, the European Parliament and FIP. At national level the PSI contributes to the Health and Social Care Regulators Forum and we continue to contribute to the development of significant strategies which respond to the Report of the Commission on Patient Safety and Quality Assurance *Building a Culture of Patient Safety*.

The introduction of a level 9, Masters qualification for student pharmacists following their Internship programme, marked a major milestone for pharmacy in Ireland and brings it into line with European and international norms. The MPharm will offer all those on whom it is conferred enhanced opportunities both at home and overseas to expand and to build on their existing qualifications and work experience. The graduates from the MPharm programme are ideally placed to assist the further expansion and development of the pharmaceutical industry in Ireland and abroad.

The PSI wishes to thank the following for their support, assistance and advice in the development of the MPharm: Minister for Health and Children, Ms. Mary Harney, T.D., Minister for Education and Science, Mr. Batt O'Keeffe, T.D., Secretary General at the Department of Health and Children, Mr. Michael Scanlan, Secretary General at the Department of Education and Science, Ms. Brigid McManus, Chairman of the Higher Education Authority, Mr. Michael Kelly and its Chief Executive, Mr. Tom Boland, Provost of Trinity College Dublin (TCD), Dr. John Hegarty and the Head of the School of Pharmacy and Pharmaceutical Sciences at TCD, Prof. Marek Radomski, former Chief Executive of the RCSI, Mr. Michael Horgan, former Dean of the Faculty of Medicine and Health Sciences at the RCSI and current Registrar/CEO, Prof. Cathal Kelly, Head of the RCSI School of Pharmacy, Prof. John Kelly, President of University College Cork, Dr. Michael Murphy, former Head of the UCC School of Pharmacy, Dr. Caitriona O'Driscoll and current Head, Prof. Anita Maguire.

The loyalty and professionalism of the Council, management, staff and professional advisers to the PSI is highly valued. Working together, the PSI has faced challenges with a quiet confidence and a firm determination to meet the targets and goals set by the Minister and approved by Council. We have been engaged in implementing the most significant change in the history of the pharmacy sector in Ireland and we have done so cost-effectively, and with patient safety and public protection as our priority.



Dr. Ambrose McLoughlin  
Registrar

## PSI COUNCIL (1ST JANUARY TO 31ST DECEMBER 2009)

The Council consisted of the President and Vice-President and 19 other Council members as at 31st December 2009 as follows:

President:	*Ms. Noeleen Harvey
Vice-President:	*Mr. Paul Fahey
Council Members:	*Mr. John Collins
	*Ms. Margaret Doherty
	*Dr. Ann Frankish
	*Mr. Eoghan Hanly
	*Dr. Bernard Leddy
	*Mr. Darragh O' Loughlin
	*Ms. Kate Mulvenna
	Mr. Stephen Boyle**
	Ms. Cathriona Hallahan**
	Dr. John Hillery**
	Mr. Aidan Horan**
	Ms. Ita Kelleher**
	Ms. Deirdre Larkin**
	Ms. Michelle Ní Longáin**
	*Dr. Paul Gallagher (Pharmacy Schools Nominee)**
	Mr. Sean Hurley** (Health Service Executive (HSE) Nominee)**
	Prof. June Nunn (CPD in relation to pharmacy)**
	Asst. Garda Comm. Ms. Nóirín O'Sullivan**
	Ms. Rita Purcell (Irish Medicines Board (IMB) Nominee)**

### Council Members who were in office for a period of 2009 are outlined below:

*Dr. William Boles	Term of Office on Council expired on 21st May 2009
*Mr. Cormac Deasy	Term of Office on Council expired on 21st May 2009
*Mr. Brendan Hayes	Term of Office on Council expired on 21st May 2009
*Prof. Peter Weedle	Term of Office on Council expired on 21st May 2009
Mr. Richard Durkin**	Resigned from Council 13th January 2009
Mr. Colm Fagan**	Term of Office on Council expired on 21st May 2009
Prof. John Feely**	Resigned from Council 28th April 2009
Ms. Phil O'Neill**	Resigned from Council 20th May 2009

Dr Bernard Leddy served as President of the PSI for 1 year until 26th May 2009, when Ms. Noeleen Harvey was elected President. Mr Brendan Hayes was Vice-President of the PSI until 12th January 2009. Mr. Paul Fahey was elected Vice-President on the 26th May 2009.

\*Pharmacist

\*\*Ministerial appointees as per s10(3) of the Pharmacy Act 2007

## ADVISORY COMMITTEES OF COUNCIL

The PSI has established seven advisory committees of Council as outlined below:

1. Chairpersons Committee
2. Audit Committee
3. Administration, Finance and Corporate Governance Committee
4. Inspection and Enforcement Committee
5. Professional Development and Learning Committee
6. Registration and Qualification Recognition Committee
7. Standards and Practice Committee

The Terms of Reference of these advisory Committees and the Charter of the Audit Committee are available on the PSI website.

## CHAIRPERSONS COMMITTEE

Ms. Cathriona Hallahan	(Chair)
Dr. John Hillery	Chair of the Registration and Qualification Recognition Committee
Dr. Paul Gallagher	Chair of the Professional Development and Learning Committee
Ms. Rita Purcell	Chair of the Administration, Finance and Corporate Governance Committee
Ms. Kate Mulvenna	Chair of the Standards and Practice Committee
Asst. Comm. Ms. Nóirín O'Sullivan	Chair of the Inspection and Enforcement Committee
Ms. Noeleen Harvey	President
Mr. Paul Fahey	Vice-President

## AUDIT COMMITTEE

Dr. John Hillery	(Chair)
Mr. Raymond Dolan	Director, Corporate Operations, <i>safe</i> food
Ms. Michelle Ní Longáin	Partner, Byrne Wallace, PSI Council Member
Mr. John Gloster	Postgraduate Training Officer, The College of Psychiatry of Ireland
Mr. Noel Conroy	Former Garda Commissioner
Mr. Dermot Magan	Formerly Department of Health and Children
Ms. Eugenie Canavan	MPSI, pharmacy consultant and former Registrar of the old PSI

## ADMINISTRATION, FINANCE AND CORPORATE GOVERNANCE COMMITTEE

Ms. Rita Purcell (Chair)  
 Mr. Darragh O'Loughlin  
 Ms. Deirdre Larkin  
 Dr. Bernard Leddy  
 Mr. Aidan Horan  
 Mr. Sean Hurley  
 Dr. Ann Frankish

## INSPECTION AND ENFORCEMENT COMMITTEE

Asst. Garda Comm. Ms. Nóirín Ó'Sullivan (Chair)  
 Ms. Cathriona Hallahan  
 Mr. Darragh O'Loughlin  
 Ms. Deirdre Larkin  
 Dr. Ann Frankish  
 Mr. Eoghan Hanly

### CO-OPTED MEMBERS

Dr. William Boles	MPSI
Mr. Martin Higgins	CEO <i>safe</i> food

## PROFESSIONAL DEVELOPMENT AND LEARNING COMMITTEE

Dr. Paul Gallagher (Chair)  
 Ms. Ita Kelleher  
 Ms. Michelle Ní Longáin  
 Prof. June Nunn  
 Mr. Stephen Boyle  
 Ms. Margaret Doherty

**CO-OPTED MEMBERS**

Ms. Tamasine Grimes	Research Pharmacist Adelaide and Meath Hospital, Dublin incorporating the National Children's Hospital
Mr. Shaun Flanagan	Chief Pharmacist, National Hospitals Office, Health Service Executive (HSE)
Ms. Pamela Logan	Director of Pharmacy Services, Irish Pharmacy Union (IPU)
Mr. Niall O' Shea	Head of Regulatory and External Affairs, GlaxoSmithKline
Ms. Rita O' Brienna	Pharmaceutical Assistant
Mr. Diarmuid Semples	Pharmacy Undergraduate Student, Trinity College Dublin (TCD)

**REGISTRATION AND QUALIFICATION RECOGNITION COMMITTEE**

Dr. John Hillery	(Chair)
Mr. John Collins	
Dr. Bernard Leddy	
Mr. Eoghan Hanly	

**CO-OPTED MEMBERS**

Mr. Stephen McMahon	Managing Director, Irish Patients Association
Dr. Mike Morris	Senior Scientific Adviser, Irish Medicines Board
Mr. Cormac Deasy	MPSI

**STANDARDS AND PRACTICE COMMITTEE**

Ms. Kate Mulvenna	(Chair)
Ms. Michelle Ní Longáin	
Ms. Ita Kelleher	
Dr. Ann Frankish	
Mr. Stephen Boyle	
Ms. Margaret Doherty	

**CO-OPTED MEMBERS**

Mr. Jim Reilly	Development Officer, Patient Focus
Ms. Claire Kerr	Primary Care Pharmacist, HSE
Dr. Laura Sahn	Senior Lecturer Clinical Pharmacy, University College Cork (UCC) School of Pharmacy and consultant pharmacist, Mercy Hospital, Cork
Dr. Mark Ledwidge	Lecturer Clinical Pharmacy, UCC School of Pharmacy and Director of Heart Failure research at St. Vincent's Hospital, Dublin
Dr. Catriona Bradley	Pharmacy Services Research and Development Manager, Boots Retail (Ireland) Ltd. and adjunct lecturer in Practice of Pharmacy in the School of Pharmacy and Pharmaceutical Sciences, Trinity College, Dublin

**ORGANISATIONAL STRUCTURE****Office of the Registrar**

Registrar (CEO)	Dr. Ambrose McLoughlin BDS, MBA
Policy Development Officer	Dr. Cheryl Stokes BA Mod. Microbiol., P.Grad.Dip.
Personal Assistant to the Registrar	Ms. Josephine Aylward B.Sc. (Soc.)

**Professional and Services Conduct**

Head of Professional and Services Conduct	Ms. Ciara McGoldrick, BL
Legal Affairs Executive	Mr. Rory Kennedy BBL

**Education and Registration**

Head of Education and Registration Ms. Lorraine Horgan BSc, MEconSc

**Education and Registration Executives**

EU Registration, Maintenance of the Register and Accreditation Reports Ms. Goretti Warde  
 National and UK Registration, Pre-Registration and Accreditation Reports Ms. Louise Holly  
 Non-EU Registration, Preliminary Registration and Pharmacy Technicians Ms. Emma Pierce  
 Registration of Retail Pharmacy Businesses and Accreditation Reports Ms. Susan Payne BA, HDip  
 Education Project Co-ordinator Ms. Ciara Dooley BSc

**Standards and Practice**

Senior Inspector Ms. Damhnait Gaughan BSc(Pharm), MPSI  
 Inspector Dr. Cora Nestor, BSc(Pharm), PhD, MPSI

**Inspection and Enforcement**

Head of Inspection and Enforcement Mr. John Bryan  
 Inspector Dr. Joan Warren, BSc(Pharm), PhD, MPSI  
 Administrator Ms. Liz KIELTY MA

**Administration and Finance**

Deputy Head of Administration Ms. Sinead O'Keeffe BBS

**Administrators**

Accounts and Human Resources Ms. Patricia Daly MIATI  
 Reception and Administrative Support Ms. Emma Shine

**Communications and Public Affairs**

Head of Communications and Public Affairs (and editor of the Irish Pharmacy Journal) Ms. Kate O'Flaherty BSc(Pharm), MSc, MA, MPSI  
 Administrator Ms. Carol Keogh DipFA

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## PSI COUNCIL ACTIVITIES - 2009

- The PSI Council met six times in 2009:
  - 3rd March at the Council Chamber of Waterford County Council, Dungarvan, Waterford (Public Agenda).
  - 26th May at An Bord Altranais, Dublin (Public Agenda).
  - 7th July at the Gresham Hotel, Dublin (Public and Private Agenda).
  - 29th September at An Bord Altranais, Dublin (Public and Private Agenda).
  - 21st October at the Gresham Hotel, Dublin (Public and Private Agenda).
  - 1st December at An Bord Altranais, Dublin (Public and Private Agenda).
- The overall attendance at Council meetings and Committee meetings was high. This reflects the high level of commitment from the Council and Committees. The PSI utilised teleconferencing and video conferencing facilities to facilitate attendance at meetings. As required under the Code of Practice for the Governance of State Bodies, the attendance levels and fees and expenses paid to members of the Council are outlined in Appendix A.
- In April 2009 the selection process (election) for the appointment to Council of five pharmacists took place under the PSI (Council) Rules 2008 (SI 492 of 2008). The term of office of Mr. Cormac Deasy, Mr. Brendan Hayes, Prof. Peter Weedle, Dr. William Boles and Mr. Paul Fahey expired in 2009 and the new members who were appointed to Council were Ms. Margaret Doherty, Mr. Eoghan Hanly, Dr. Ann Frankish and Mr. John Collins and Mr. Paul Fahey was reappointed to the Council.
- The PSI Council held an election on 26th May 2009 to appoint a President and Vice-President and Ms. Noeleen Harvey was elected President and Mr. Paul Fahey was elected as Vice-President.
- The *Pharmacy Ireland 2020* Working Group continued with the review of pharmacy services. A deputation from the PSI met with the Minister for Health and Children to progress this initiative. The PSI are now currently engaging directly with the Quality and Clinical Care Directorate of the HSE on how best to expand the range of pharmacy services.
- During 2009 the PSI Council appointed three further members to the Advisory Committees of the PSI. One of these, Dr. Catriona Bradley was appointed as a member of the Standards and Practice Committee. Dr. William Boles and Mr. Martin Higgins were appointed as members of the Inspection and Enforcement Committee. In addition, Mr. Tim Delaney and Dr. Catriona Bradley were appointed to the *Pharmacy Ireland 2020* Working Group.
- In accordance with the Memorandum of Agreement with the Pharmaceutical Society of Northern Ireland (PSNI), the Council of the PSNI has appointed Dr. Bernard Leddy as an observer/adviser to the Council of the PSNI, Ms. Ita Kelleher was appointed as an observer/adviser to the Education Committee of the PSNI, Mr. Darragh O'Loughlin was appointed as an observer/adviser to the Ethics and Law Committee of the PSNI and Ms. Margaret Doherty was appointed as an observer/adviser to the Practice Committee of the PSNI.
- In accordance with the Memorandum of Agreement with the PSNI, the PSI Council has appointed Mr. Trevor Patterson, Director of the PSNI as an observer/adviser to the Inspection and Enforcement Committee, Mrs. Roberta Tasker (Chair of the PSNI Education Committee) was appointed as an observer/adviser to the Professional Development and Learning Committee, Mr. Brendan Kerr (Registrar of the PSNI) was appointed as an observer/adviser to the Registration and Qualification Recognition Committee and Ms. Andree McCollum (Chair of the PSNI Ethics and Law Committee) was appointed as an observer/adviser to the Standards and Practice Committee.
- The Healthcare Professionals Crossing Borders (HPCB) Spring meeting was held in Dublin on 6th March 2009 and was attended by over 90 delegates and was addressed by the Minister for Health and Children Ms. Mary Harney. Dr. John Hillery (PSI Council member, Chair of the Registration and Qualification Recognition Committee and Chair of the International Association of Medical Regulatory Authorities) was the guest speaker. A second meeting, hosted by the European Parliament,

was held in Brussels at the European Parliament in December and was attended by Dr. John Hillery, the Head of the Education and Registration Unit Ms. Lorraine Horgan and the Registrar Dr. Ambrose McLoughlin.

- The PSI was nominated to the Council on Licensure, Enforcement and Regulation (CLEAR), an international resource for professional regulation stakeholders. Membership was sponsored by

Canadian and other pharmacy regulators across the world with whom the PSI worked on the Pharmacy Bill and the implementation of the Pharmacy Act 2007. The Registrar and the Senior Management Team attended the annual meeting of CLEAR which was held in Dublin in July 2009.

- The PSI appeared before the Joint Oireachtas Committee on Health and Children in December 2009 to brief them on the Annual Report 2008.

## PROFESSIONAL DEVELOPMENT AND LEARNING FUNCTION

### PROFESSIONAL DEVELOPMENT AND LEARNING COMMITTEE

#### Meetings Held

The Professional Development and Learning Committee held five meetings in 2009. The attendance records of these meetings are outlined in Appendix B. The Terms of Reference of the Committee are available on the PSI's website.

#### Implementation of PSI (Education and Training) Rules 2008

The early part of 2009 was focussed on ensuring full and effective implementation of the Pharmaceutical Society of Ireland (Education and Training) Rules 2008 (the Rules) that entered into effect on 29th November 2008. Council confirmed on a transitional basis the criteria for accrediting a degree course in pharmacy, the in-service practical training arrangements and other related matters that include the syllabus, the quality assurance, assessment and evaluation mechanisms and requirements in respect of tutor pharmacists that had been in place on the coming into force of the Rules.

Furthermore, other developments as prescribed in the Rules and carried out under the auspices of the Professional Development and Learning Committee include the following:

- The setting of criteria on the contents of an annual report to be submitted by the schools of pharmacy that deliver an undergraduate programme in pharmacy that has been accredited by the PSI. Annual reports for the 2008-2009 academic year were received from each of the three schools of pharmacy in Ireland located in the Royal College of Surgeons in Ireland, Trinity College Dublin and University College Cork.
- The development of a revised application process to undertake the in-service practical training and education programme that meets the requirements of the Rules.
- The development of new sign-off procedures for the completion of the in-service practical training and education programme to reflect a key change in the legislation and that now requires the tutor pharmacist to consider: (i) if a student pharmacist has completed the requisite period of training;

(ii) if the student pharmacist has completed the designated learning and competencies; and (iii) if the tutor pharmacist is aware of any reason, on grounds of health or character, as to why such student pharmacist might be unfit to be registered as a pharmacist.

- Sign-off procedures for the heads of the schools of pharmacy also required development in order to reflect the provisions of the Rules.

#### Development of the National Pharmacy Internship Programme

A major development in pharmacy education and training occurred in 2009 arising not only from the Education and Training Rules and government policy but also in response to the challenges presented by the new economic conditions.

Until 2009, Irish trained pharmacists received a Bachelor degree (level 8) for the first four years of their training (awarded by the higher education institution) and undertook a fifth 'pre-registration' training year which typically consisted of a clinical placement in a hospital or community pharmacy of at least six-months' duration. There was no formal recognition of the learning outcomes achieved in the fifth year. The PSI had previously outlined the need for an appropriate qualification to be awarded to the trainee at the completion of the programme in recognition of their learning as distinct from their entitlement to practice. Another important consideration for the PSI was an awareness that Ireland was one of the last remaining EU Member States that did not award a Masters level pharmacist qualification.

In light of the above considerations, Council of the PSI recognised the need to develop a transitional programme as an interim measure for the in-service practical training year, pending the outcome and recommendations from the Pharmacy Education and Accreditation Reviews project (PEARs) (see below). Faced with pressing time constraints and in order to achieve an optimum outcome, the PSI worked closely with the key stakeholders and in particular with the schools of pharmacy, the Department of Health and Children, the HSE, the Department of Education and Science and the Higher Education Authority (HEA) to develop an appropriate solution. Following an independently

assessed selection process, the development, delivery and management of the interim programme was awarded to the Royal College of Surgeons in Ireland (RCSI) for a 3-year period starting with the 2009-2010 training year.

The National Pharmacy Internship Programme (NPIP) will be provided for the next three academic years by RCSI, with the assistance of the schools of pharmacy based in the University of Dublin (Trinity College) and University College Cork. The NPIP will lead to the award of a Masters in Pharmacy (MPharm) degree for all successful students, a level 9 qualification which will be awarded by the National University of Ireland and accredited by the PSI. The MPharm is a 12-month, full-time, distance-learning programme which will be principally delivered online. Successful completion of a number of taught modules (including tutor-assessed competency standards), a research dissertation module and a Professional Registration Examination will be required.

The programme includes support and assistance for the tutor pharmacists who mentor and guide the intern in the practice of pharmacy and who provide training opportunities for the intern to gain the knowledge, skills and attitudes required to be a competent pharmacist. (See also 'Tutor Pharmacist Courses' section below).

The development of support services for the interns is also a priority and the RCSI and PSI will ensure that any relevant health or 'fitness-to-practise' issues that may arise will be managed appropriately.

The development of the NPIP brings pharmacy education and training in Ireland in line with international norms and further enhances the career options of these new graduates in the many areas of professional practice, including the pharmaceutical industry.

#### **Pharmacy Education and Accreditation Reviews (PEARs) Project**

The root and branch review of pharmacy education in Ireland – the PEARs Project (that was commissioned by the PSI in 2008), made good progress in 2009 in line with the project plan. While the final report is not due until March 2010, a number of interim reports were

produced in 2009 by the researchers at the School of Pharmacy in Aston University who are undertaking the work on behalf of the PSI as follows:

- The first interim report on Stage C of the project, 'Review of the Pre-Registration Training Experience' (March 2009).
- Addendum 1 of the March 2009 report was received in April. This addendum expanded on parts of Section 4 of the interim report relating to the survey of current and former pre-registration students.
- Addendum 2 of the March 2009 report was received in May. This addendum provided an overview analysis of the results up to May 2009 from the survey of pre-registration tutors.
- A further interim report was due in January 2010 (deadline moved from November 2009 in agreement with the PSI).

The Project Steering Group was actively involved in the development of the research methods and interim reports and undertook most of its work via electronic means. As a result, the Group was required to hold just one face to face meeting which took place in July 2009. The members of the Project Steering Group in 2009 were as follows:

- Dr. Paul Gallagher (Chair), Chair of the Professional Development and Learning Committee, Senior Lecturer, School of Pharmacy, RCSI
- Ms. Mary-Rose Burke, Superintendent Pharmacist, Boots
- Mr. Shaun Flanagan, Chief I Pharmacist, National Hospitals Office, HSE
- Ms. Tamasine Grimes, Research Pharmacist Adelaide and Meath Hospital, Dublin incorporating the National Children's Hospital
- Dr. Anne-Marie Healy, Director of Undergraduate Teaching and Learning (School of Pharmacy and Pharmaceutical Sciences, TCD)
- Mr. Niall O'Shea, Head of Regulatory and External Affairs, GlaxoSmithKline
- Dr. Laura Sahm, Senior Lecturer Clinical Pharmacy, University College Cork (UCC) School of Pharmacy and consultant pharmacist, Mercy Hospital, Cork
- Mr. Diarmaid Semple, Pharmacy intern
- Ms. Judith Strawbridge, Lecturer in Pharmacy Practice, RCSI

It is important to note that Ireland is currently one of a small minority of EU Member States in which an integrated five-year education and training programme for pharmacy is not delivered. The final report, which will require the approval of the Council of the PSI in mid-2010, will include a proposal for the most appropriate form of and structure for pharmacy education and training in Ireland.

#### **Review of Continuing Professional Development (CPD) Models**

Following the public tender process in late 2008, the PSI commissioned PA Consulting to carry out research to review and critically assess continuing professional development (CPD) models and the associated assessment and audit schemes.

The project commenced in September 2009. The main objectives of this review are:

- To carry out a comparative analysis of mandatory CPD models across a number of healthcare and non-healthcare professions and in a number of different countries;
- To identify international best practice;
- To consider the Irish legislative context and practice context for pharmacy;
- To consider delivery options for formal learning activities;
- To consider key learning from comparative research for implementation.

To assist the research team, a project steering group was established, the purpose of which is to monitor progress of the project and to ensure compliance with the stated objectives on behalf of the PSI. Its membership is as follows:

- Dr. Paul Gallagher (Chair), Chair of the Professional Development and Learning Committee, Senior Lecturer, School of Pharmacy, RCSI
- Mr. John Bourke, Community Pharmacist, Managing Director (CastleMartin Care Ltd)
- Mr. Tom Concannon, Superintendent Pharmacist, Hickey's Pharmacy Ltd
- Mr. Shaun Flanagan, Chief 1 Pharmacist, National Hospitals Office, HSE
- Ms. Pamela Logan, Director of Pharmacy Services, IPU (Ms. Logan was replaced by Liz Hoctor, President of the IPU end 2009)

- Prof. Julia Kennedy, Associate Professor of Clinical Pharmacy, University College Cork (Nominee of Prof. Anita Maguire, Head of School of Pharmacy, UCC)
- Mr. Ciaran Meegan, Head of Pharmacy Services, Mater Misericordiae University Hospital
- Ms. Rita O'Brien, Pharmaceutical Assistant
- Mr. Niall O'Shea, Head of Regulatory and External Affairs, GlaxoSmithKline
- Ms. Sheila Ryder, Lecturer, School of Pharmacy and Pharmaceutical Sciences, TCD (Nominee of Prof. Marek, Radomski, Head of School of Pharmacy, TCD)
- Mr. Noel Stenson, Community Pharmacist (ICCPE Nominee)
- Ms. Judith Strawbridge, Lecturer in Pharmacy Practice, School of Pharmacy, RCSI (Nominee of Prof. John Kelly, Head of School of Pharmacy, RCSI)

While the Project Steering Group met once in 2009, on 4th November, it was also actively involved in the stakeholder consultations carried out by the team of researchers from PA Consulting.

#### **Recognition of Third Country Pharmacist Qualification as a Qualification appropriate for practice in Ireland**

Another major development in 2009 was the commencement of the process of recognition of 'third country' (non-EU/EEA) pharmacist qualifications as a 'qualification appropriate for practice' in Ireland that is provided for in the Pharmacy Act 2007 (as amended) and in particular in the Pharmaceutical Society of Ireland (Registration) Rules 2008. Following a development process that was benchmarked against international best practice in such matters, the PSI commenced operation of the new process end March 2009.

A total of 99 applications were received under the Third Country Qualification Recognition process in 2009 (see table No. 1 below for country of qualification statistics). Of the 99 applications, a total of 46 applicants proceeded to the Qualification Assessment stage. There was one sitting of the Equivalence Examination which was held on the 14th August 2009 and for which 13 applicants presented of the 16 who were eligible at that time. Of the 13 applicants, 10 applicants were required to undertake adaptation (supervised training) periods covering periods of 6, 12, 24 and 36 months.

**TABLE 1. No. of third country applications received by country of qualification**

Country	Number of Applicants
Australia	3
Brazil	2
Egypt	7
India	27
Iraq	3
Jordan	3
New Zealand	1
Nigeria	27
Palestine	1
Pakistan	8
Philippines	3
Serbia	1
South Africa	2
Sudan	7
Syria	1
USA	3
<b>Total</b>	<b>99</b>

**National Pharmacy Internship Programme Statistics 2009/10**

Of the 152 students who applied to undertake the National Pharmacy Internship Programme for the 2009/10 academic year, the following is the breakdown of the internship placements approved by the PSI to end December:

**TABLE 2. Placement Structure**

Placement Structure	Numbers
12-month Community Internships	112
12-month Hospital Internships	23
6-month Industry Internships	5
6-month Community Internships	3
2 x 6-month Industry/Community Internships	3
2 x 6-month Academic/Community Internships	2
2 x 6-month Hospital/Community Internship	1
1 x 6-month IMB Internship	1

**Pre-Registration Training Year 2008/2009**

168 pre-registration trainees undertook training during the 2008-2009 training period. The practical training placements were distributed as follows:

**TABLE 3. Placement Structure**

Placement Structure	Numbers
12-month community pharmacy placements	127
12-month hospital pharmacy placements	29
6-month community and 6-month industry placements	11
6-month community and 6-month hospital placements	1

**Professional Registration Examination and Assessments**

One sitting of the Professional Registration Examination was held on 2nd November 2009. There were 167 applicants for the November sitting and 159 candidates were successful.

Two continuous assessments were held on 7th February 2009 and 6th June 2009. A re-sit of the June assessment was held on 15th October 2009.

The Examiners for the November 2009 sitting of the Professional Registration Examination were:

- Ms. Leonie Clarke, MPSI, Independent Consultant,
- Dr. Mike Morris, MPSI, Senior Scientific Adviser, IMB

The External Examiner for the November 2009 sitting of the Professional Registration Examination was Dr. Stephen Byrne, MPSI, School of Pharmacy, UCC.

The Appeals Examiner for the November 2009 sitting of the Professional Registration Examination was Prof. Peter Weedle, MPSI.

#### **Forensic Pharmacy Course**

The Forensic Pharmacy Course for the 2008-2009 training year took place on 16-18th September 2009 in Trinity College Dublin and was attended by 161 trainees and 8 Third Country Qualification Recognition applicants. The main purpose of the Course is to prepare the trainees for the syllabus of the Professional Registration Examination. Lectures were delivered by the following:

- Ms. Leonie Clarke, MPSI, Independent Consultant
- Dr. Caitriona Fisher, MPSI, Quality Manager, IMB
- Ms. Caroline Garvan, Veterinary Inspector, Department of Agriculture, Fisheries and Food
- Ms. Lorraine Horgan, Head of Education and Registration, PSI
- Mr. Tom McGuinn MPSI, Pharmacy Policy Adviser, PSI
- Dr. Mike Morris MPSI, Senior Scientific Advisor, IMB
- Kate O'Flaherty, MPSI, Head of Communications and Public Affairs, PSI

#### **Tutor Pharmacist Courses**

In 2009, the PSI held only one tutor pharmacist course which 17 pharmacists completed. In preparation for the new National Pharmacy Internship Programme, the RCSI ran a series of tutor pharmacist training days to prepare tutors for the new programme.

#### **Meetings attended/Presentations made/External group participation**

In line with its Service Plan commitments for 2009, the PSI worked closely with national and international stakeholders related to its professional development and learning functions. The PSI was an active

participant in the HSE working group on 'The Review of Future Provision of Pre-registration Pharmacy Posts'. The PSI also actively contributed to the World Health Organisation (WHO)/International Pharmaceutical Federation (FIP) Pharmacy Education Taskforce, including its fourth global consultation. The PSI also responded to the FIP Global Pharmacy Workforce Survey from the perspective of the education and training of pharmacists and members of the pharmacy team.

The PSI meets with all student pharmacists in the schools of pharmacy on an annual basis, and presents on professional regulation in general and on the regulatory requirements for the education and training of pharmacists. Presentations were made in the three schools of pharmacy in 2009. As part of these interactions, a narrated lecture was developed and delivered as an online lecture to the 2009/10 interns on the provisions in the Pharmacy Act 2007 relating to education and training. The PSI also had regular meetings in 2009 with the heads of the schools of pharmacy, both bilaterally and as a group, to discuss areas of mutual interest.

The PSI had an opportunity to disseminate its experiences of the development of the National Pharmacy Internship Programme when it participated by videoconference at the XIII Congreso de FEFas (South American Pharmaceutical Federation Congress) that took place end October 2009 and presented on the topic of 'Trends in training and professional certification and recertification – developments in Ireland'.

The PSI actively engaged in the project group set up under the Health and Social Care Regulators' Forum of CEOs to look at the processes around recruitment, induction, training and development of regulatory staff.

A submission was made by the PSI for the first phase of the consultation by the Higher Education Strategy Group set up by the Minister for Education and Science to develop a national strategy for higher education.

## REGISTRATION AND QUALIFICATION RECOGNITION FUNCTION

### REGISTRATION AND QUALIFICATION RECOGNITION COMMITTEE

#### Meetings Held

The Registration and Qualification Committee held six meetings in 2009. The attendance records of these meetings are outlined in Appendix B. The Terms of Reference of the Committee are available on the PSI's website.

#### Activities

The main focus in 2009 for the registration and qualification recognition function was to ensure the full and effective implementation of Part 4 of the Pharmacy Act 2007 (as amended), including the Pharmaceutical Society of Ireland (Registration) Rules 2008 and the Pharmaceutical Society of Ireland (Retail Pharmacy Businesses) (Registration) Rules 2008, all of which entered into effect on 29th November 2008. The main highlights of the implementation process that were overseen by the Registration and Qualification Recognition Committee include the following:

#### Establishment of the Register of Retail Pharmacy Businesses

The Register of Retail Pharmacy Businesses was established on 1st January 2009. While the Pharmacy Act provides for the publication of the Registers by means of the Internet and at least one other method within 12 months of the setting up of the Register, the first phase of the online publication of the Register of Retail Pharmacy Businesses was available to the public on the PSI website from end January 2009, with the remaining phase completed by mid-2009.

Certificates of Registration for retail pharmacy businesses were issued to those on the Register by end March 2009 in order to ensure that all registered retail pharmacy businesses would be in a position to display the certificates at the premises of each pharmacy with effect from 1st April 2009, the date prescribed in the Act for the public display of such certificates.

The establishment of the new registration system gave rise to the need to address policy matters relating to the processing of applications to register arising from a transfer of ownership, applications arising from a permanent relocation of a premises and applications

arising from a temporary relocation resulting from the refurbishment and improvement of the existing premises. The Committee's deliberations on the implications of a temporary relocation gave rise to a proposal for a new application fee which was subject to a public consultation process in December 2009.

The new registration system for retail pharmacy businesses also had implications for the manner in which pharmacy owners could close a retail pharmacy business and policy and procedures were developed in this regard in conjunction with the Standards and Practice Unit.

#### Continued Registration Process

With effect from 29th November 2008, all registrants are now required to apply for continued registration prior to the expiry date on the certificate of registration. Certificates of Registration for pharmacists and pharmaceutical assistants were issued to those on both Registers by end March 2009, along with a European Health Professional Card for pharmacists and an identity card for pharmaceutical assistants. All supervising pharmacists were required by law to ensure that their certificates of registration were conspicuously displayed at the premises of the retail pharmacy business for which they are in wholtime charge with effect from 1st April 2009.

Where a registrant has failed to apply for continued registration or to pay the required fee, a formal demand process must take place which can result in the cancellation of registration and removal of a name from a Register by the Registrar. In 2009, the Registrar cancelled the registration and removed the names of 168 pharmacists from the Register of Pharmacists and of six pharmaceutical assistants from the Register of Pharmaceutical Assistants, for having failed to apply for continued registration or to pay the required fee. Furthermore, in order to resolve outstanding matters relating to the former Register of Pharmaceutical Chemists, the Registrar cancelled the registration and removed the names of 206 persons from the Register of Pharmacists who had previously been removed from the old Register of Pharmaceutical Chemists for failure to pay fees. The names of a total of 497 persons were cancelled from the Register of Pharmacists who had previously requested to lapse from the old Register of Pharmaceutical Chemists.



A process for the continued registration of retail pharmacy businesses was also designed with a view to its implementation in November 2009 when it would fall due for the first time (the Register having been established on 1st January 2009).

The continued registration process was further developed in 2009 to include the collection of passport size photographs from pharmacists and pharmaceutical assistants as a statutory requirement for incorporation into all certificates that are effective from 1st January 2010. The response of registrants to the request for photographs was excellent and this greatly facilitated the roll-out of the continued registration process for 2010 in November 2009. The PSI recognises the contribution of all registrants and their respective pharmacy representative bodies to the efficiency and effectiveness of the registration system.

In line with the implementation of the process maps and the development of an online system for continued registration, there was close collaboration with the PSI's ICT Unit in 2009 in order to facilitate the introduction of the online system for registrants.

As part of the processing of continued registration applications for 2010, the Registration and Qualification Recognition Committee was called upon to consider the matter of what constitutes 'fit to be registered' and arising from its deliberations, Council established a task force in December 2009 to consider this matter with a report due to Council in early 2010.

#### **Publication of the Registers**

The Pharmacy Act requires the publication of each Register by means of the Internet and at least one other method of publication within 12 months of the setting up on the register. The Register of Pharmacists, Register of Pharmaceutical Assistants and Register of Druggists were established on 29th November 2008 and the Register of Retail Pharmacy Businesses was established on 1st January 2009. While the online Registers have been available to the public on the website of the PSI for some time, a copy of each Register was made and printed in November 2009.

#### **Development of new processes and procedures**

The Committee in 2009 established a review and audit system to monitor the PSI's operation of the registration systems, including decisions related to registration, restoration, requests for certificates confirming qualifications and/or current professional status, cancellations (both voluntary and involuntary) for retail pharmacy businesses, pharmacists and pharmaceutical assistants.

A new application process for pharmacists qualifying in Ireland was implemented in order to reflect the legislative requirements as part of the new pharmaceutical registration system.

A revised Certificate of Current Professional Status was developed to reflect the legislative requirements and that also conforms with the template contained in the 2005 Edinburgh Agreement of the Healthcare Professionals Crossing Borders (HPCB) initiative and in line with the HPCB Memorandum of Understanding signed by the PSI covering the proactive and case-by-case exchange of disciplinary information between competent authorities and similar bodies.

#### **Meetings attended/Presentations made/External group participation**

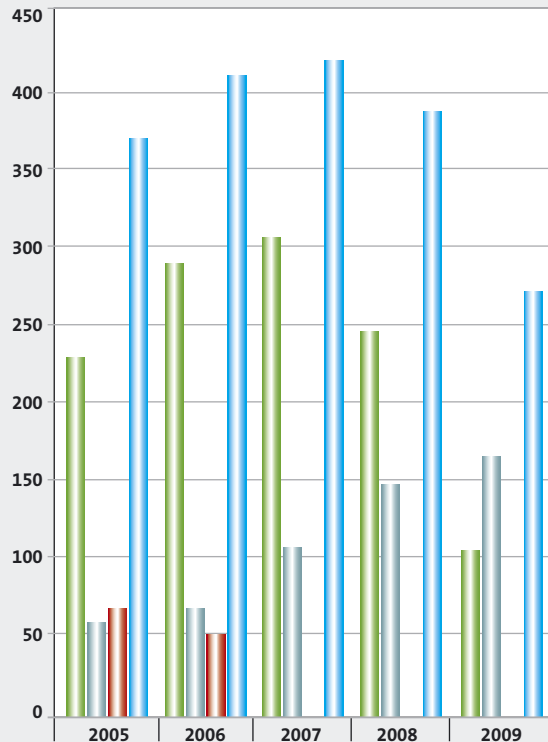
The PSI responded to a survey issued by the HPCB initiative on the implementation of the HPCB 2008 Portugal Agreement and the sharing of information between competent authorities across the EU/EEA. The results of the survey were presented in the European Parliament in December 2009 as part of a seminar on the role of professional healthcare regulation and the contribution it makes to high quality healthcare and patient safety in Europe.

**TABLE 4. Registration Statistics for the period 01/01/2009 – 31/12/2009**

**REGISTRATION STATISTICS 2005–2009**

<b>2004 TOTAL</b>	-	<b>368</b>
<b>2005 TOTAL</b>	-	<b>411</b>
<b>2006 TOTAL</b>	-	<b>420</b>
<b>2007 TOTAL</b>	-	<b>387</b>
<b>2008 TOTAL</b>	-	<b>271</b>

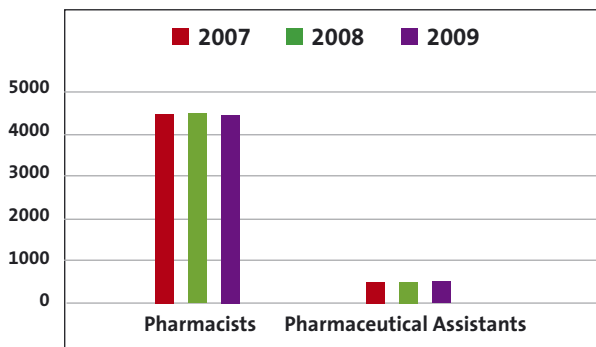
Route	2005	2006	2007	2008	2009
EU	230	287	306	241	105
National	63	75	114	146	166
Reciprocal	75	49	-	-	-
<b>Total</b>	<b>368</b>	<b>411</b>	<b>420</b>	<b>387</b>	<b>271</b>



**Note:** the Reciprocal Route of Registration, which operated on the basis of reciprocity of recognition of pharmacist qualifications between Ireland and Australia and Ireland and New Zealand, was terminated in June 2006.

**TABLE 5. Total numbers on registers at year end**

	2007	2008	2009
Pharmacists	4504	4465	4451
Pharmaceutical Assistants	535	535	537



**Voluntary Cancellations**

- 277 pharmacists applied for voluntary cancellation
- 17 pharmaceutical assistants applied for voluntary cancellation

**Restorations**

- 13 pharmacists were restored to the Register of Pharmacists
- 4 pharmaceutical assistants were restored to Register of Pharmaceutical Assistants

**Cancellation and Removal**

- 168 pharmacists were cancelled and removed from the Register of Pharmacists for failing to apply for continued registration and pay the fee
- 6 pharmaceutical assistants were cancelled and removed from the Register of Pharmaceutical Assistants for failing to apply for continued registration and pay the fee

### Certificates confirming qualifications and/or Current Professional Status (CCPS)

110 certificates of confirmation of qualifications and/or CCPS were issued in 2009 - breakdown of destination competent authority as follows:

TABLE 6.

DESTINATION COUNTRY	NO. OF CCPS ISSUED IN 2009
Australia	23
Bermuda	1
Canada	1
China	1
France	1
Ghana	1
Great Britain	43
New Zealand	20
Northern Ireland	15
United States of America	4
<b>Totals</b>	<b>110</b>

The figures above show:

- A considerable drop in applicants under the EU route of registration, down by more than 50% on 2008 figures.
- More than a 25% increase in the number of Certificates of Current Professional Status issued. These Certificates are issued to another registration body on request from an applicant when they are seeking to register in another jurisdiction.
- The new system of continued registration is helping to maintain the accuracy of the Register of Pharmacists.

There were 277 voluntary cancellations of registration in 2009 associated with the introduction of these new arrangements.

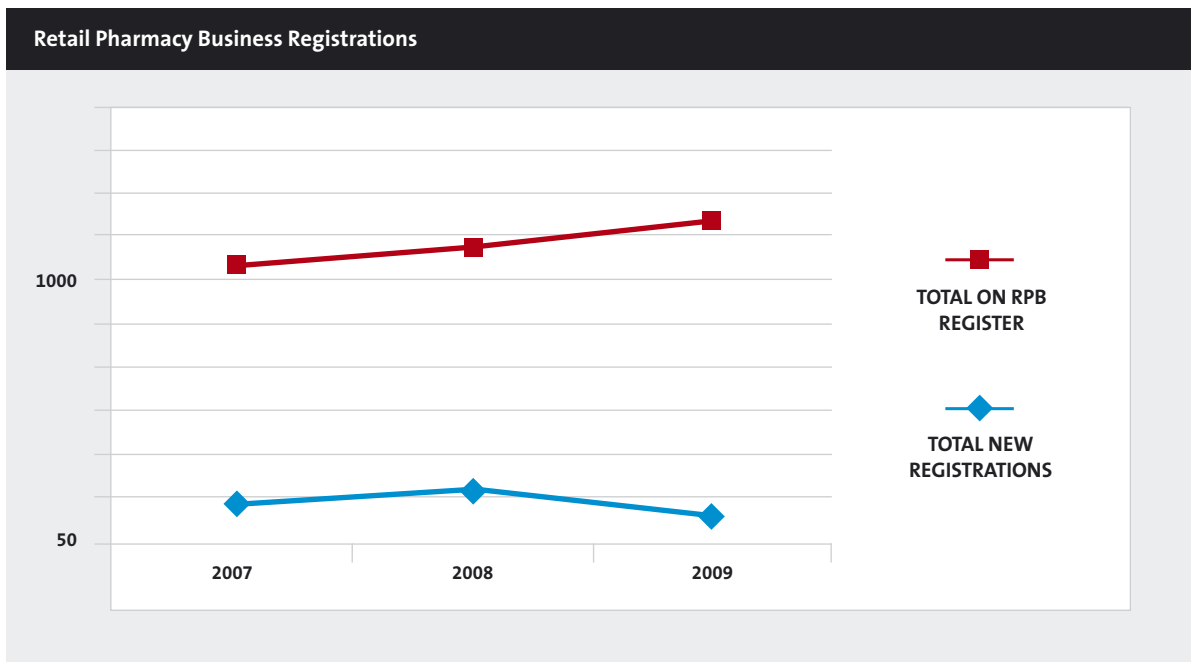
- Overall the number of pharmacists registered has remained steady over the last three years.

### Statistics for Retail Pharmacy Businesses\*

TABLE 7.

	2007	2008	2009
New Openings	68	66	51
New Openings (Relocations):	-	-	16
New Openings (Transfers of ownership):	30	41	13
<b>Total new registrations</b>	<b>98</b>	<b>107</b>	<b>80</b>
Cancellations (Cancelled registrations)	-	14	27
Cancellations (for Relocation)	-	-	16
Cancellations (for Transfer)	30	41	13
<b>Total cancellation of registration</b>	<b>30</b>	<b>55</b>	<b>56</b>
<b>Total on retail pharmacy business Register</b>	<b>1628</b>	<b>1680</b>	<b>1704</b>

\* Note: The new retail pharmacy business registration arrangements were effective from 1/1/2009. Prior to that date, an annual Statement of Return system operated.



There was a significant rise in registrations during 2008 in anticipation of the establishment of the new Register of Retail Pharmacy Businesses and the associated statutory registration requirements.

The trend indicates that the number of registered retail pharmacy businesses continues to increase despite the adverse economic environment.

## INSPECTION AND ENFORCEMENT FUNCTION

### INSPECTION AND ENFORCEMENT COMMITTEE

#### Meetings Held

The Inspection and Enforcement Committee held seven meetings in 2009. The attendance records of these meetings are outlined in Appendix B. The Terms of Reference of the Committee are available on the PSI's website.

#### Activities

Following an initial period of development during which the processes, procedures and structure of the Inspection and Enforcement function were developed, the Inspection and Enforcement Unit became operational at the time of the commencement of Part 7 of the Pharmacy Act 2007 (November 2008).

#### Staff

Two pharmacist members of staff joined the Inspection and Enforcement Unit in February 2009 and were warranted as Authorised Officers of the Society on 16/02/2009. This brought the number of staff to four. One of the pharmacist members of the unit was subsequently transferred to the Standards and Practice Unit to fill a vacancy that arose in that Unit. Additional operational support was assigned to the Inspection and Enforcement Unit in August, 2009 and authority to employ additional authorised officers has been sought from the Department of Health and Children. Staff members of the unit underwent training and development courses appropriate to the work of the Unit including courses in company law, healthcare investigation, auditing, crime investigation and court room skills.

#### Inspection of Retail Pharmacy Businesses (Pharmacies)

Inspections are undertaken under Section 19 (new openings) and Section 67 (existing pharmacies) of the Pharmacy Act 2007.

Under section 19 of the Pharmacy Act 2007 the Council, where it considers it appropriate, may cause an authorised officer to inspect a premises where an application for registration or continued registration has been made. The purpose of this type of inspection is to ascertain if the premises comply with the requirements of the Regulation of Retail Pharmacy Businesses Regulations 2008 (S.I. No. 488 of 2008).

This inspection type includes new openings, re-locations and transfer of ownership.

All such inspections are notified in advance and are conducted by an authorised officer, typically taking three to four hours to conduct.

Inspections are conducted under the authority of Section 67 of the Act with the objective of assessing the compliance of the registered pharmacy with current pharmacy and medicines legislation and regulations, practise standards, good pharmacy practice and the statutory Code of Conduct for pharmacists. These inspections are not notified and may involve more than one authorised officer. Such inspections take three to four hours to complete on average. Detailed inspection reports are completed by the authorised officer concerned and furnished to the supervising pharmacist of the pharmacy, who is afforded time to rectify non-compliances. Other inspections of a shorter duration are also conducted under Section 67, with the objective of ensuring that the pharmacy is in compliance with key aspects of current medicines and pharmacy legislation and associated regulations.

Number of inspections undertaken in 2010 (the following figures include 35 inspections undertaken with the IMB and HSE):

**TABLE 8. Total numbers of Inspections**

QUARTER	NUMBER OF INSPECTIONS
Q1	88
Q2	92
Q3	74
Q4	35
Other visits	37
Total	326

The following is a list of the main concerns identified by authorised officers during inspections which are drawn to the attention of the supervising pharmacist and rectification of the relevant non-compliance sought:

1. There are no Standard Operating Procedures (SOPs) in place for the storage, preparation, dispensing and sale and supply of medicinal products.
2. The certificates of registration for the retail pharmacy business and/or for the supervising pharmacist are not available and/or not displayed as required.
3. The prescription register or the daily audit report is not being correctly maintained. Typically some information is missing (often the date of the prescription) and/or all appropriate records are not being maintained. The computerised record printout is not being printed within 24 hours of the date to which it relates and/or is not being correctly certified by the authorised person
4. Fridge temperature records are not being maintained or are not adequate (do not include maximum/minimum) to verify that the fridge in use is fit for purpose. There is no environmental monitoring programme in place for all parts of the premises where medicines are being sold and supplied and/or stored.
5. Record keeping with respect to controlled drugs is deficient with respect to running stock balance, chronology/timeliness of entries and incorrect and inappropriate deletions.
6. The Duty Register is not being maintained and or not being maintained adequately. Entries are not being made in a contemporaneous fashion.
7. Pharmacy records (e.g. prescriptions, registers, invoice documentation etc.) are not being maintained at the relevant premises and/or are not being retained for the requisite period of time.
8. Prescription-only medicines are being sold and supplied in the absence of a valid authorisation (e.g. without a prescription/outside the parameters of the emergency supply provisions) on a "loan" basis.
9. Patients in residential care homes (and/or in circumstances which does not permit them to personally visit the pharmacy) are being supplied in the absence of medicine therapy review and/or counselling of patients.

10. A part of the premises that is not registered as part of the retail pharmacy business (as per Section 17 of the Act) is being used for the storage of medicines or for other activities which should only take place in that part of the premises which is the registered retail pharmacy business.

#### **Investigations Pursuant to Section 67 of the Pharmacy Act 2007**

Investigations are conducted under Section 67 of the Act, "for the purposes of ascertaining whether any offence under this Act, any breach of a code of conduct or any professional misconduct has been committed or for obtaining information or evidence about these matters".

Investigations may involve multiple visits to a retail pharmacy business(es), depending on the circumstances of the inquiry. Visits may extend over a number of days and typically more than one authorised officer will be involved in the investigation.

Investigations may be conducted in the following circumstances:

- As a result of the interim complaints process (pre - 1st August 2009);
- On foot of information from a member of the public in order to examine a specific aspect of the pharmacy practice;
- Following an inspection by an authorised officer.

Fifteen (15) investigations were initiated in 2009 of which five (5) have been closed.

#### **ENFORCEMENT ACTIVITY TO DATE**

##### **Prosecutions**

The Council in accordance with Section 71 of the Pharmacy Act 2007 initiated three prosecutions, two of which were completed by 31st December 2009.

These were:

Council of the Pharmaceutical Society of Ireland  
–v– Pearse Allen trading as Tracey's Pharmacy.  
District Court, Dolphin House, East Essex Street, Dublin 2 on the 2nd November 2009.

Following the entering of a guilty plea by the accused, the presiding Judge made an Order in the following terms:

- The accused was convicted
- The accused was directed to pay a €200 fine.
- The accused was directed to make a contribution to costs in the amount of €800 plus VAT towards Solicitor's fees and €300 plus VAT towards Barrister's fees.

Pharmaceutical Society of Ireland –v– Devlin Pharma Limited trading as Delvin River Pharma.  
District Court Area of Drogheda – Area Number 6.

- The accused was convicted
- The accused was directed to pay a €1,000 fine.
- The accused was directed to make a contribution to costs in the amount of €2,150 inclusive of VAT.

#### **Warning Letters from Council**

A written warning letter was issued by the Registrar to a retail pharmacy business in accordance with a Council decision of 7th July 2009.

#### **Advertising Letters**

Eight letters were issued to retail pharmacy businesses in respect of inappropriate advertising.

#### **Internet Pharmacy / Mail Order Pharmacy**

Enforcement action was taken and complaints made in three instances where mail order or internet pharmacy or services were offered from outside this jurisdiction.

A number of other serious matters came to light which resulted in PSI intervention and in one case resulted in the closure of a retail pharmacy business and a voluntary cancellation from the Register of pharmacists.

#### **Interim Complaints Procedure**

Prior to the commencement of Part 6 of the Pharmacy Act 2007, the PSI had in place an interim complaints procedure. The interim system came to an end on 31st July 2009 with the commencement of Part 6 of the Act. The total number of complaints received from 1st January 2009 until 31st July 2009 was fifty two (52). Forty one (41) of these complaints have been closed and eleven (11) remain open.

The main categories of complaints related to alleged dispensing errors and alleged breaches of pharmacy and medicine law.

#### **Working Relationships with National and International Stakeholders**

The PSI continues to work effectively with the HSE, the IMB, Health Information and Quality Authority (HIQA), An Garda Síochána, the State Claims Agency, the Departments of Health and Children and Agriculture, Fisheries and Food, the other health regulators, patient advocacy groups and the Customs and Excise Service of the Revenue Commissioners.

The Inspection and Enforcement Unit engaged with the representative body for pharmacists on the proposed development of a self assessment/audit system for pharmacies as part of the continued registration process.

Regular contact is maintained with the Pharmaceutical Society of Northern Ireland (PSNI) and the Royal Pharmaceutical Society of Great Britain (RPSGB).

## PROFESSIONAL AND SERVICES CONDUCT/LEGAL AFFAIRS FUNCTION

### Establishment and Role

The Legal Affairs Unit (Professional and Services Conduct) of the PSI was established following the passing of the Pharmacy Act 2007. Its main role during 2009 was to support the Council, Registrar and all divisions of the PSI in preparation for implementation of the final parts of the Act.

The remaining part of the Act, Part 6, which deals with complaints, inquiries and discipline was commenced by the Minister for Health and Children on 1st August 2009. The commencement of Part 6 was a major milestone in the history of the PSI, as this was the first time that such a system was introduced in the regulation of the pharmacy profession in Ireland. In September, the function of the Unit was significantly enhanced with the appointment of Ms. Ciara McGoldrick BL as the Head of the Unit.

### Implementation of Part 6 of the Pharmacy Act 2009

Prior to the commencement of Part 6, the Unit worked in support of the Council and in collaboration with other divisions of the PSI in the formulation of policy and preparation for the implementation of Part 6. A report on this matter was presented to the Registrar in July 2009.

Following the commencement of Part 6, there was a intensive work programme completed in the last quarter of the year in relation to the implementation of the various processes provided for in Part 6. This included the development of a process for the receipt of complaints under the Act by the PSI. An initial 'Guide to making a complaint about a pharmacist or retail pharmacy business (pharmacy)' was published on the PSI website and made available to persons seeking information about the new system. In addition, an initial form was developed to facilitate the making of complaints, in writing, to the PSI. In the last quarter, the Unit dealt with a number of members of the public and the pharmacy profession who had various concerns and who were considering making a complaint under Part 6. These persons were furnished with a complaints form and a copy of the 'Guide' and a number of them proceeded to make a complaint under the Act.

All three disciplinary committees - the Preliminary Proceedings Committee, the Professional Conduct Committee and the Health Committee were appointed

by Council before the end of the year, and a formal induction and training process for the committee members put in place.

The Council of the PSI also approved a series of delegations of its functions under Part 6 and other areas in 2009.

While the Pharmacy Act 2007 provides for the recovery of costs in relation to Part 6 matters, the complaints, inquiries and discipline functions of the Council will necessitate significant legal costs. This is the experience of other regulators. Independent legal advice is required for each of the Committees and for the Council when considering complaints under Part 6.

### Other Main Activities in 2009

The Unit supported the Registration and Qualification Recognition Committee in considering two applications for continued registration where the Registrar had concerns in relation to the fitness to practise of the pharmacists concerned. An inquiry was held, following which both pharmacists were registered.

The Unit also provided assistance to the Registrar and the senior management team on a range of issues that arose throughout the year across the organisation, including the review of various forms and documents and the development of policy in relation to the operation of the complaints and conduct provisions of the Act.

### Complaints Process under Part 6 of the Pharmacy Act 2007 (since 1st August 2009)

Number of 'Concerns' received	49
Number of Complaints Received	16
Number of Complaints considered by the Preliminary Proceedings Committee	9
Number of complaints referred to a Committee of Inquiry	1
Number of complaints where "no further action" warranted	5
Complaints outstanding as at 31/12/2009	10

The Council of the PSI has considered the advice of the Preliminary Proceedings Committee in relation to six complaints. One complaint has been referred for inquiry to the Professional Conduct Committee.



## STANDARDS AND PRACTICE FUNCTION

### STANDARDS AND PRACTICE COMMITTEE

#### Meetings Held

The Standards and Practice Committee held three meetings in 2009. The attendance records of these meetings are outlined in Appendix B. The Terms of Reference of the Committee are available on the PSI's website.

#### Pharmacy Practice Guidance

The Standards and Practice unit issued a number of guidance documents during 2009, to highlight topical pharmacy practice issues and to facilitate compliance with various legislative and professional requirements, including the Regulation of Retail Pharmacy Businesses Regulations 2008 and the Code of Conduct for pharmacists.

#### Practice Notices

A series of six Practice Notices were developed and issued during 2009 to highlight various pharmacy practice issues throughout the year. Issuing these guidance for practice, which were published on the PSI website and in its official publication the *Irish Pharmacy Journal* as well as being disseminated by email to pharmacists, is a critical role of the PSI in implementing the new regulatory system provided for in the Act.

**Practice Notice No. 1-Implications of the Regulation of Retail Pharmacy Businesses Regulations 2008 (S.I. No. 488 of 2008)** This practice notice was issued to assist in identifying the new requirements under the recently published regulations to ensure that the minimum requirements are being met.

**Practice Notice No.2-Supply of Products containing Paracetamol** This practice notice highlighted the responsibilities of the supervising and other pharmacists in ensuring that supply of all medicinal products containing paracetamol complies with the relevant legislation, including the regulations governing paracetamol specifically.

**Practice Notice No. 3- Good Dispensing Practice – Control of the Supply of Prescription-Only Medicinal Products.** A practice notice on good dispensing practice outlined the importance of

having robust policies and procedures in place to ensure compliance with the legislation governing the supply of prescription-only medicinal products, as well as the Code of Conduct for pharmacists.

**Practice Notice No. 4-Control of the supply of non prescription medicinal products containing orlistat 60mg (alli®)** A practice notice was published following the reclassification of the medicine containing orlistat 60mg (alli®) from prescription-only to non-prescription in the EU.

**Practice Notice No. 5-Advertising and Promotion of Medicinal Products on the basis of price or quantity discounts** A practice notice was issued to clarify that neither the regulatory provisions, nor the professional codes in place, permit or support the advertising or promotion of medicinal products to the public solely on the basis of price or quantity discounts.

**Practice Notice No. 6-Good Dispensing Practice - High Tech Scheme** The management of the supply of medicinal products under the High Tech Scheme by a pharmacist from a retail pharmacy business requires specific and particular care.

#### Retail Pharmacy Business Duty Register

A PSI-formatted Retail Pharmacy Business Duty Register, which was developed to facilitate compliance with the requirement under paragraph 5(1)(c) of the Regulation of Retail Pharmacy Businesses Regulations 2008, was distributed free-of-charge to all registered retail pharmacy businesses. This register, which was designed as a day diary format, has been broadly welcomed by pharmacy owners and pharmacists who had generally requested that the PSI develop such a format to facilitate compliance with the new requirement.

#### Guidelines to facilitate compliance with 'Section 18' regulations

The Committee commenced the drafting of guidelines under regulation 14 of the Regulation of Retail Pharmacy Businesses Regulations 2008, to facilitate compliance with these regulations made under Section 18 of the Act. The Committee agreed on a proposed framework for structuring such guidelines and agreed a work plan to develop the guidance.

Initial drafts of the first two guidance documents under the regulations were considered by the Committee; this work will continue during 2010.

#### **Non-prescription medicines containing codeine: draft guidance for pharmacists on the safe supply**

The Committee developed draft guidance on the safe supply of non-prescription medicines containing codeine. This guidance aims to ensure the safe supply of these products and to assist pharmacists in discharging their professional obligations to patients seeking advice, guidance and assistance in respect of the use of these products. The draft guidance was released for public consultation on Monday 21 December. The public consultation document was published on the PSI website and in the *Irish Pharmacy Journal*, and widely distributed to a number of key stakeholders, including patient organisations, healthcare professional bodies and regulators, medication safety and addiction experts.

Following the public consultation, the guidance document will be reviewed and finalised in early 2010.

#### **Code of Conduct**

The Code of Conduct for pharmacists was formally published and launched, having been laid before the Houses of the Oireachtas in February 2009. Copies of the Code were disseminated to all registered pharmacists, as well as other professional and patient stakeholders. Under a joint educational initiative with the Irish Centre for Continuing Pharmaceutical Education (ICCP), and with the cooperation of the HSE, the Code of Conduct and its implications were promulgated to the profession.

#### **Baseline Study of Pharmacy Practice in Ireland**

The Standards and Practice Committee commissioned a study to generate a reference understanding of the nature and type of pharmacy services currently being delivered in Ireland and provide an analysis of the key issues influencing the practice of pharmacy. Following a public tender process, the consultancy group Horwath Bastow and Charleton were commissioned by the PSI to carry out this work. The objectives of a baseline analysis study are:

- to report on the current status of pharmacy services delivered in Ireland;
- to review and compare analysis with international practice;
- to identify international best practice and
- to recommend strategies to expand and improve pharmacy practice in Ireland in the next three to five years.

The study will focus on assessing the provision of core and extended pharmacy services in Ireland, by means of a baseline analysis of community pharmacies and will also compare this baseline data with international best practice.

To assist the research team, a project steering group was established, the purpose of which is to monitor progress of the project and to ensure compliance with the stated objectives on behalf of the PSI. Its membership is as follows:

Mr. Paul Fahey (chair)	PSI Vice-President
Dr. Catriona Bradley	Boots Pharmacy Services Research and Development (Ireland) Ireland and adjunct lecturer in the School of Pharmacy and Pharmaceutical Sciences, TCD
Dr. Mark Ledwidge	Lecturer in Pharmacy Practice, School of Pharmacy, UCC
Dr. Martin Henman	Senior lecturer in Pharmacy Practice, School of Pharmacy and Pharmaceutical Sciences, TCD
Mr. Brendan Kerr	Head of Professional Services, Pharmaceutical Society of Northern Ireland
Dr. Paul Gallagher	Senior lecturer in Pharmacy Practice School of Pharmacy, RCSI and PSI Council member
Dr. Laura Sahn	Lecturer in Clinical Pharmacy, School of Pharmacy, UCC
Mr. Michael O'Shea	Chief Executive Officer, Irish Heart Foundation
Mr John McCormack	Chief Executive Officer, Irish Cancer Society
Dr. Jean Holohan	Chief Executive Officer, Asthma Society of Ireland

The baseline project will be conducted and a report delivered to Council during 2010.

**Contributions to national and international fora**

The PSI attended meetings of the Council of Europe Committee of Experts on Quality and Safety Standards in Pharmaceutical Practices and Pharmaceutical Care and is participating in a Working Group on the development and implementation of indicators for the assessment of the quality of pharmaceutical practices and pharmaceutical care in Europe (taking account of the new roles of the pharmacist).

The PSI also contributes to the Medication Safety Forum, chaired by the Chief Pharmacist at the Department of Health and Children Ms. Marita Kinsella, which is one of the projects under the implementation of the report of the Commission on Patient Safety and Quality Assurance.

Under its Memorandum of Understanding with the Irish Medicines Board (IMB), the PSI and IMB collaborate on a number of medication and patient safety issues. In

2009, in association with a number of other bodies, the Standards and Practice Committee contributed to the development of guidelines for the safe and effective management of point-of-care testing in primary and community care, which were developed and published by the IMB. These guidelines were endorsed by the Council of the PSI at its meeting of 26 May and the final approved guidelines were disseminated to the profession by the PSI, as pharmacists and retail pharmacy businesses providing these services are required to be familiar with, and provide services in accordance with, these guidelines.

The staff of the Standards and Practice Unit presented at a number of meetings on pharmacy practice, including a 'Switch-On to Self-Care' roundtable meeting hosted by the Irish Pharmaceutical Healthcare Association, and educational sessions on pharmacy practice with the National Pharmacy Internship Programme and other pharmacy students.

## COMMUNICATIONS AND PUBLIC AFFAIRS FUNCTION

Stakeholder engagement and the consultative processes associated with the implementation of the Pharmacy Act 2007 remained a focus of activity during 2009. In addition, there was significant activity in relation to Pandemic (H1N1) 2009, which involved in particular cooperation with other agencies on pharmacy-specific issues and communications and dissemination of information to pharmacists.

The successful outcome of the PSI-led bid for a future annual Congress of the International Pharmaceutical Federation (FIP) to be held in Ireland was a significant achievement during 2009.

### Stakeholder Engagement and Consultation

The joint initiative between the PSI and the Irish Centre for Continuing Pharmaceutical Education (ICCP), with the cooperation of the HSE, held a series of educational meetings for pharmacists during 2009. These included sessions on the roles and responsibilities of pharmacists and in particular superintendent and supervising pharmacists, the implications of the Regulation of Retail Pharmacy Businesses Regulations 2008 and the Code of Conduct for pharmacists. During the year, 23 educational meetings were held at which the PSI made presentations and facilitated discussions on the various issues, in a number of locations nationwide, with more than 1,200 attendees.

In cooperation with the other regulatory bodies in the Health and Social Care Regulatory Forum, the PSI contributed to the draft Framework for Public and Service User Involvement in Health and Social Care Regulation in Ireland, which will inform the future development of the PSI's consultation and engagement with the public.

The PSI, in conjunction with the School of Pharmacy and Pharmaceutical Sciences in Trinity College Dublin, hosted a symposium on 'Ethics, Morals and Healthcare Professionals' in the Science Gallery, TCD, in September. The symposium, chaired by Senator Ivana Bacik, Professor TCD School of Law, was addressed by two leading US academic experts in educational psychology and ethical development. The Registrar Dr. Ambrose McLoughlin also addressed the symposium on the importance of 'value systems' and quality leadership in the professions, with particular reference to the Code

of Conduct for pharmacists. The event was attended by educators, regulators and healthcare professionals across a wide range of professions from Ireland and the UK and was an important opportunity for the PSI in terms of its commitment and obligation to the promulgation of the Code of Conduct for pharmacists, to be able to inform and discuss the new regulatory system with a high-level inter-professional audience.

The President and Registrar continued with consultation and engagement with the political sector, including meetings with the Minister for Health and Children, Minister of State at the Department of Health and Children, John Moloney and the Chair of the Oireachtas Joint Committee on Health and Children, Sean O' Fearghail. In December, a delegation from the PSI also met with the Joint Committee to discuss the PSI Annual Report for 2008.

The Unit supported the Standards and Practice Unit with the public consultation process on the draft guidance on the safe supply of non-prescription medicines containing codeine, in late 2009. A media briefing was held to launch the draft guidance, as well as releasing the document to key patient, pharmacy and other stakeholders for comment.

The Schools of Pharmacy and student pharmacists are an important stakeholder group and the PSI committed to meeting students in all three Schools during the academic year to discuss educational and pharmacy regulatory affairs.

### Activity in relation to Pandemic (H1N1) 2009

The unforeseen emergence of Pandemic (H1N1)2009 and the activity related to the planning and management of the response, involved a significant amount of work in meetings and communications with a variety of stakeholders across the pharmacy sector as well as public health and the wider health service. As it was not possible for much of the year to predict the full extent and severity of the impact of the pandemic, engagement in the national response was a priority activity for the PSI in the interests of the public and the profession.

From the outset, it became clear that the PSI's registration database containing contact details for

pharmacists and retail pharmacy businesses, and its communications capabilities with registrants, would be a critical factor in the dissemination of important information and updates on the evolving situation. The PSI engaged intensively with registrants to ensure contact information was accurate and up-to-date and this key message was delivered to registrants throughout the year. The activity related to the pandemic resulted in the development of new, and the building on existing, stakeholder relationships, including the Department of Health and Children, the HSE and public health experts. The Chief Medical Officer of the Department, Dr. Tony Holohan, the HSE and the Irish Medicines Board used the PSI's communication channels during 2009 to disseminate urgent or important information to pharmacists and retail pharmacy businesses, and the feedback suggests that this was a satisfactory and efficient method of sending information in a timely manner.

In late April, the PSI, following consultation with the Department and senior personnel in the HSE, established a pharmacy advisory taskforce to cooperate with the HSE in addressing the pharmacy aspects of the planning. This taskforce, which included clinical expertise from community, hospital and academic pharmacy, as well as the involvement of public health specialists, examined the pharmacy and pharmaceutical care aspects of pandemic planning, as well as the role of pharmacist and the retail pharmacy business network in the management of the national response. The activities carried out under the auspices of this taskforce included the holding of a number of educational sessions for pharmacists in conjunction with the ICCPE and HSE, the publication of a comprehensive educational article by Dr Martin Henman, TCD, in the PSI's official publication the *Irish Pharmacy Journal (IPJ)*, the inclusion of the location details of retail pharmacy businesses onto the HSE's Health Atlas, and the dissemination via the PSI website and email database of a number of updates and communications to pharmacists. From August 2009, the PSI participated with other pharmacy stakeholders in a Pharmacy Pandemic Preparedness Working Group, chaired by the Department's Chief Pharmacist, Ms. Marita Kinsella. This group developed policy and guidance for pharmacists in relation to a number of issues, including the antiviral medicines and vaccines

and pharmacy service continuity. An educational article for pharmacists on the antiviral oseltamivir, and recommendations for a business continuity plan for retail pharmacy businesses were produced by the group, which were subsequently disseminated by the PSI by email and publication to the website and *IPJ*. The PSI also facilitated the development of arrangements for pharmacists to provide immunisation programmes. Further progress will be made in 2010 and pharmacies will be actively encouraged to provide immunisation programmes to members of the public against influenza and pneumonia, in line with best international practise.

The various activities related to the Pandemic, including the development of relationships and cooperations and communications channels will inform and enhance the response and involvement of pharmacy and the PSI in any future public health issues or initiatives.

#### **Media and Communication Activity**

The Unit coordinated the development and dissemination of several publications during 2009, including a joint publication with the HSE Office of Director of Nursing Services entitled 'Information for pharmacists on nurse and midwife prescribing in Ireland', various educational articles for pharmacists in relation to the roles and responsibilities of pharmacists under the legislation, practice notices developed by the Standards and Practice Unit, various submissions to statutory consultations and an initial 'Guide to making a complaint about a pharmacist or a retail pharmacy business'. In addition, the security assessment template for retail pharmacy businesses, previously developed by the PSI and An Garda Síochána, was updated following the Pharmacy Act and distributed to pharmacists and pharmacy owners.

The PSI addressed by way of press releases and active engagement with media outlets issues relating to its functions and role, ensuring delivery of key messages and informing on relevant updates and information. The level of media queries and interest in matters related to the PSI's remit increased in 2009 and significant media coverage was gained on a number of matters relevant to patients and the public, including medication safety matters such as the safe supply of medicines containing paracetamol and codeine, and

the introduction of the complaints and disciplinary system. The review of PSI communications was further progressed with a tender process carried out for the redesign and redevelopment of the website. Work on this project began in December 2009 once a preferred bidder was selected.

August was a particularly busy month due to the circumstances in the pharmacy sector and the various PSI Units dealt with in excess of 200 queries from people seeking advice, information or raising concerns. These included members of the public and the political system, as well as pharmacists and pharmacy owners. There was also significant media interest and coverage during this period, which required continuous and careful monitoring and management.

#### **International Relations and Activity**

The PSI-led bid for a future annual Congress of the International Pharmaceutical Federation (FIP) to be held in Ireland came to a successful conclusion, with Ireland being selected to host the 2013 Congress. FIP is a global pharmaceutical organisation in official relations with the World Health Organisation and the PSI had the support of the government and stakeholders in the wider pharmacy sector for this initiative.

The President led a delegation to the annual FIP Congress in Istanbul in early September. The delegation included the Chair of the Professional Development and Learning Committee Dr Paul Gallagher and Head of Education and Registration Ms. Lorraine Horgan, who both attended the 4th Global Pharmacy Education Taskforce Consultation and associated sessions at the Congress. The Congress also offered the opportunity to build on existing and develop new strategic

partnerships with international colleagues in relation to key issues, including education and CPD.

Through our FIP network, the Registrar was invited to participate in the XIII Congreso de FeFas (South American Pharmaceutical Federation Congress) in October and the PSI participated, by videoconference, in sessions relating to trends in training and certification and on pharmaceutical services to patients.

Engagement at European and international levels is vitally important to ensure that PSI's contribution to the development of policy in relation to pharmacy practice development and the regulation of pharmacy reflects best practice. It is essential that we have international support in informing and influencing key policy makers on the significant changes that have taken place at international level and in particular where there were significant benefits accruing to patients and the public. The PSI, through engagement with FIP, international health professional regulators, the EU Commission and Parliament and the Council of Europe ensures that the PSI has the opportunity to contribute and seek to influence key decision-makers.

The PSI also hosted a delegation from the Danish Ministry of Health and the Danish Medicines Agency in June who were visiting a number of European countries to review the regulation of the pharmacy sector in other countries.

Further engagement with international organisations, both regulatory and professional, will be important in the coming years as the preparations and planning for FIP 2013 progress.

## INFORMATION COMMUNICATIONS AND TECHNOLOGY FUNCTION

A high level plan and business case for the PSI's overall Information Communications and Technology (ICT) strategy, to meet current and upcoming statutory and business needs, was completed. This outlines the ICT requirements identified through the Process Mapping work completed in 2008 and, in particular the areas of Inspection and Enforcement, Complaints Handling, Query Management and Workflow.

### Facilities for Registrants

The online facility for registrants went live during September 2009. All registrants were issued with a PIN and password to access the secure site and submit changes to certain registration details such as contact information.

The online facility also enables registrants to apply for continued registration online, including the payment of fees and was introduced for the main cohort of registrants whose annual certificates of registration expired on 31st December 2009. Of the pharmacists applying for continued registration during November and December 2009, approximately 30% used this facility. The PSI set up a helpline during those two months to assist and support registrants using the new facility.

From 1st January 2010, all certificates of registration

of pharmacists and pharmaceutical assistants will bear their photograph, so applications for continued registration made at the end of 2009 required to be accompanied by a photograph. The development of the "Photographs" module for Continued Registration was completed which allowed for a streamlined system of processing and scanning of the photographs received from registrants to enable these to be included on the certificates.

### Other Activities

An upgrade to internal ICT infrastructure was undertaken. This included the setting up of a secure server room and replacement of the older problematic equipment.

A public tender process was completed for an upgrade to the PSI website, including hosting and content management services. Development of the new website commenced.

Data from the Register of retail pharmacy businesses has been set up on the HSE's Health Atlas, with a view to facilitating members of the public in identifying pharmacies in their vicinity from an online map. This was completed as part of the PSI's activity and cooperation in relation to the planning around the influenza pandemic.

## ADMINISTRATION FINANCE AND CORPORATE GOVERNANCE FUNCTION

### ADMINISTRATION, FINANCE AND CORPORATE GOVERNANCE COMMITTEE

#### Meetings Held

The Administration, Finance and Corporate Governance Committee held four meetings in 2009. The attendance records of these meetings are outlined in Appendix B. The Terms of Reference of the Committee are available on the PSI's website.

#### Activities

The Administration and Finance function is responsible for the following areas:

- Finance and cash management
- Human resources
- Staff Superannuation Scheme
- Property and asset management
- General administration

#### Activities

Activities of the PSI's Finance area in 2009 included the following:

- Collection and lodgement of fees (see below)
- Tender competitions (The PSI engages in procurement in line with Government Procurement Policy) - 4
- Staff payment events - 12
- Number of invoices processed - 1177
- Number of sales invoices processed - 1109
- Number of cheques processed - 644
- Number of direct debit forms processed (Income) - 450
- Number of direct debits processed (Payments) - 440
- Review of property portfolio
- Review of finance function
- Preparation of new superannuation scheme
- Preparation and audit of 2008 annual accounts
- Preparation of Service Plan 2010

#### Fee Collection

The new system of continued registration commenced in late 2008 for the 2009 year. The new system worked satisfactorily and the details of the registration are included in the registration section of this report.

The actual fee income for the year 2009 was as follows:

	€m
Pharmacists	€1.899
Retail Pharmacy Businesses	€4.179
Other Registration	€0.537

Some registrations commenced during the course of year and as a result only part of fee collected applied to 2009. The balance was brought forward as deferred income to 2010.

#### Financial Management

There was a significant improvement in the financial position of PSI in 2009. The inflow of fees from the registration of retail pharmacy businesses allowed for the clearing of the overdraft which had risen to €0.986m in early December 2008. It was not necessary to use the approved overdraft in 2009.

The full financial statements include the following:

- Council's Reports
- Statement of Council's Responsibilities
- Auditor's Report
- Income and Expense Account
- Balance Sheet
- Cash Flow Statement (New in 2009)
- Notes to the Financial Statements

The results for 2009 were favourable on both the income and expenditure sides. Income was 7% above budget due to a number of factors.

- Increased number of registrants
- Increase in bank interest earned
- Increase in examinations income
- Increase in number of new openings and ownership transfers
- Rental income for residential property of Shrewsbury Road
- Advertising income from IPJ

Expenditure is 8% under budget due mainly to:-

- Delay in implementing Part 6 of Pharmacy Act to August 2009. The various committees were therefore not established as early as planned in the 2009 Service Plan.
- Delay in appointing new staff as planned in the 2009 Service Plan.



- The Reserve and Contingency funds provided for in the 2009 Service Plan were not required in 2009 and will be brought forward to future years. The PSI was in a strong financial state at 31st December 2009.

#### **Northumberland Property Limited (NPL)**

The PSI Council in 2007 directed the Registrar to wind up all associated PSI companies including property companies. NPL had ceased trading in October 2008. It was dissolved on the 11th December 2009. All its assets and liabilities were transferred to the PSI. All of the associated companies have been wound up and their activities are now under the direct management of the Registrar and under the jurisdiction of the Council of the PSI.

#### **James Coleman Trust**

The James Coleman Trust ( a pharmacy student scholarship fund bequeathed by a former Registrar of the old PSI) is independent of the PSI Council. It made awards of 13 scholarships in 2009.

#### **Corporate Governance**

In 2009 the Council of the PSI adopted the Code of Practice for the Governance of State Bodies and developed a Corporate Governance Framework for the PSI. The Corporate Governance Framework of the PSI was approved by Council in September 2009 and issued to all Council, Advisory Committee Members and employees of the PSI and was published on the PSI website. The Council also adopted a Code of Conduct for Members of Council and Advisory Committee Members in September 2009, which is included as Appendix E to the Corporate Governance Framework. The Corporate Governance framework will give assurance to the patients and the public that the PSI is “fit for purpose” and “fit for function”.

The Corporate Governance Framework also outlines that the PSI complies with disposal procedures for assets as outlined in the “Code of Practice for the Governance of State Bodies”. The Pharmacy Act 2007 states that any surplus following disposal of assets can be spent on the development of education, research or any other public purpose connected with pharmacy. The PSI adheres to the guidelines for the Appraisal and Management of Capital Expenditure Proposals issued by the Department of Finance.

The PSI has in place appropriate procedures to monitor, report and enforce relevant rules and requirements regarding foreign travel by employees of the PSI or Council members as outlined in the “Code of Practice for the Governance of State Bodies”.

The PSI has in place appropriate procedures to ensure financial reporting, internal audit, travel, procurement and asset disposals are being carried out appropriately. The PSI complies with Government guidelines on the payment of Directors’ fees and Government policy on the pay of Chief Executives and all State body employees.

Good corporate governance is a key element in improving efficiency and accountability as well as enhancing openness and transparency. A significant element of the Government’s programme for health service reform is the strengthening of governance and accountability arrangements across the health system.

The PSI performs its functions and duties in the public interest and is therefore accountable to the public. The PSI is also accountable to the Oireachtas for the exercise of its regulatory functions. Good governance is fundamental to the effective operation of the PSI and provides for improved transparency and accountability.

#### **Audit**

The Internal Audit function in 2009 was undertaken by an accountancy firm Crowleys DFK, 16/17 College Green, Dublin 2. The external auditors in 2009 were Anne Brady McQuillans DFK, Ivy Court, Harcourt Street, Dublin 2. The Audit Committee met only twice in 2009 due to three members leaving the Audit Committee to become members of the PSI Council and the subsequent difficulty in reaching a quorum and securing suitable appointees.

New members were appointed to the Audit Committee in March and September to resolve this. The Audit Committee will reconvene in early 2010 and a robust schedule of meetings and audits are planned for 2010. The attendance records of meetings are outlined in Appendix B. The Charter of the Audit Committee is available on the PSI’s website.

## STATEMENT ON THE SYSTEMS OF INTERNAL FINANCIAL CONTROL

(FOR THE YEAR ENDED 31ST DECEMBER 2009)

### Responsibility for the System of Internal Financial Control

On behalf of the PSI, we acknowledge our responsibility for the system of internal financial control in the PSI and for putting in place processes and procedures for the purpose of ensuring that the system is effective.

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

### The Council and the Registrar have taken steps to ensure an appropriate control environment is in place by:

- Establishing formal procedures through various committee functions to monitor the activities and safeguard the assets of the organisation
- Clearly defining and documenting management responsibilities and powers
- Developing a strong culture of accountability across all levels of the organisation
- Working closely with Government and various agencies and institutions to ensure that there is a clear understanding of the functions of the PSI and support for the PSI's strategies to fulfill its statutory obligations
- Ensuring only salary rates approved by the Minister for Health and Children are paid to employees.

### The Council and Registrar have also established processes to identify and evaluate risks to the organisation. This is achieved in a number of ways including:

- Identifying the nature, extent and financial implications of risks facing PSI
- Assessing the likelihood of identified risks occurring
- Assessing the PSI's ability to manage and mitigate the risks that do occur
- Carrying out regular reviews of strategic plans and objectives both short and long term and evaluating the risks to bringing those plans to fruition
- Setting annual and longer term targets for each area of the organisation followed by regular reporting on the results achieved

### The system of internal financial control is based on a framework of regular management information, administrative procedures including segregation of duties, and a system of delegation and accountability. In particular it includes:

- A detailed budgeting system with an annual budget which is reviewed and agreed by the Council
- Regular reviews by the Administration, Finance and Corporate Governance Committee and the Council of periodic and annual financial reports which indicate financial performance against forecasts
- Setting targets to measure financial and other performances

### The procedures for monitoring the effectiveness of the internal financial control system are outlined below.

The PSI has an internal audit system which consists of the Internal Auditors and the Audit Committee. The Audit Committee meets on a quarterly basis to review reports prepared by Internal Audit and other relevant issues. The Audit Committee assures Council that the PSI has adequate financial and non-financial control systems in place. The Audit Committee reports regularly to the Council in relation to the matters that it has considered.

The PSI operates in accordance with the Code of Practice on the Governance of State Bodies. A rolling three-year Internal Audit Plan is approved by the Audit Committee and revised annually where required. The current work plan takes account of areas of potential risk identified in a risk assessment exercise carried out with management. The Internal Auditor provides the Committee with quarterly reports on assignments carried out. These reports highlight deficiencies or weaknesses, if any, in the system of internal financial control and the recommended corrective measures to be taken where necessary.

We confirm that in the year to 31st December 2009, the Council conducted a review of the system of internal financial controls. The Audit Committee reviewed reports from the Internal Auditors on ICT Security and Risk Assessment. The Registrar requested in line with best practice that a review be carried out by the Internal Auditors on credit card transactions and expense claims of the Registrar, staff, senior managers

and Council Members of the PSI for the period 22nd May 2007-31st December 2008. The Internal Auditor was satisfied that proper processes were followed and that expenditure incurred was in order. For the first time in the PSI an interim audit was carried out by the External Auditors. This practice will continue in the years ahead.

The Council's monitoring and review of the effectiveness of the system of internal financial control is informed by the work of the Internal Auditor, the Audit Committee which oversees the work of the Internal Auditor, the External Auditor and the senior managers within the PSI who have responsibility for the development and maintenance of the financial control framework.

This statement has been signed on behalf of PSI management by the Registrar:



**Dr. Ambrose McLoughlin**  
Registrar

and signed on behalf of the PSI Council by the President:



**Ms. Noeleen Harvey**  
President

## FINANCIAL REPORT

(FOR THE PERIOD 1ST JANUARY 2009- 31ST DECEMBER 2009)

### SUMMARY

The 2009 Annual Accounts of the PSI have been audited by our Auditors Anne Brady McQuillan DFK, and are detailed in the Financial Statements which follow.

In 2009 significant changes occurred in the financing and operations of the PSI. Following the introduction of the registration of Retail Pharmacy Businesses (RPBs) and the introduction of fees for same from 1st January 2009, our income in 2009 was €7m compared with €2.6m in 2008.

In 2008 preparations for the development of the PSI were in hand and excess expenditure was incurred in that year totalling €1.582m. In 2008 it was originally planned that the fee for RPBs would be introduced during that year but this had to be deferred for reasons outside of the control of the PSI.

The total cost of operations in 2009 was €5.395m compared with €4.163m in 2008. Pay costs rose from €1.530m to €2.073m in the year. This was due to the increase in approved staff numbers to cope with the expanded Inspection and Enforcement, Legal Affairs and Registration units. The new PSI superannuation scheme also commenced in 2009 and employers contribution arrears had to be provided for back to May 2007 when the PSI was established.

The cost to updating our ICT systems, particularly the new registration system in 2009, was of the order of €500,000.

The total operating surplus in 2009 was €1.650m compared with our operating deficit of €1.582 in 2008. The balance sheet as at 31st December 2009 shows that the total assets exceed liabilities by €4.177m compared with €2.740m at 31st December 2008. This is represented as follows:

	€m
Revaluation Account	€1.161
Income and Expenditure Account	€3.016
	<b>€4.177</b>

The Auditors state that in their opinion the Financial Statements give a true and fair view of the state of the PSI's affairs at 31st December 2009 and that the results for the year have been properly prepared. They also confirm that they obtained all the information and explanations necessary for the purpose of the audit and that proper books of accounts have been kept by the PSI.

### Financial Results 2009

Table 9 below outlines the overall result for 2009 as detailed in the Financial Statements 2009.

TABLE 9.

Outturn of expenditure for year 2009				
	Original Budget	Outturn	Variance	% Variance
	€000	€000	€000	%
Total Income	6,534	7,030	496	7%
Expenditure				
Pay Costs	2,253	2,073	(180)	(8%)
Non Pay Costs	3,764	3,322	(442)	(12%)
Total Expenditure	6,017	5,395	(622)	(10%)
Reserve Fund	500	500	Brought Forward	0
Contingency Fund	217	217	Brought Forward	0
Surplus	-	918	Brought Forward	
Total Expenditure and Transfer to Reserves	6,534	7,030	496	7%

The surplus of €1.636m at year end includes the €500,000 for the reserve fund included in our 2009 Service Plan.

### Cash Management

The inflow of fees in December provides the PSI with the funds to operate in the following year. In 2009 we did not have to use overdraft facilities. The bank balance at 31st December 2009 was €6,774,813, this includes €5,521m in respect of fees collected for 2010. Cash surplus was invested prudently during the year.

### Pay Costs

The total pay and pension costs in 2009 was €2.073m. The level of permanent whole time staff approved by the Department of Health and Children and the Department of Finance in 2009 was 21 and was not exceeded.

The Service Plan 2009 provided for the recruitment of additional staff to cope with the roll out of Part 6 of the Pharmacy Act 2007. Approved staff were engaged as the year progressed. Consequently the costs were contained as were the non-pay costs.

The Registrar's salary was approved by the Minister for Health and Children and was graded at Assistant Secretary/University Professor/ CEO level 3 and is €145,952 p.a. There is an entitlement in accordance with section 13(2) of schedule 1 of the Pharmacy Act 2007 to a performance related allowance as may be approved from time to time. The Minister of Finance directed that no performance related allowance be paid for this grade in 2009.

The travel and subsistence expenses paid to the Registrar in 2009 were €4,135 and were formally approved by the President of the PSI and are subject to scrutiny by the Audit Committee and the Internal Auditor. In addition the travel expenses paid to the Council and employees of the PSI are subject to scrutiny by the Audit Committee and the Internal Auditor and are formally approved by the Registrar.

Staff pay rates in the PSI are those approved by the Minister for Health and Children for Health sector grades. No additional allowances or overtime was paid by the PSI in 2009. All staff were subject to the public sector levies imposed by Government in 2009.

The level of absenteeism by PSI staff is low, as the level of commitment and dedication to work by staff is high. Following the Government decision to reduce public sector pay costs from 1st January 2010, all PSI staff pay rates for whole time, part time and temporary employees will be reduced from that date in line with the levels prescribed by the Department of Finance and the Department of Health and Children.

### Non Pay Costs

The total non pay costs in 2009 were €2.986m. The major elements were:

- Legal and Professional Fees
- General Office costs
- Council Fees (Government guidelines on the payment of Council Member fees are being complied with)
- Insurance Costs
- Energy Costs
- Depreciation

A number of planned projects for 2009 did not commence due to the delay in rolling out Part 6 of the Pharmacy Act 2007.

### Legal Costs

The roll out of new sections of the Pharmacy Act 2007, following the commencement by the Minister for Health and Children on 1st August 2009, enhanced the level of legal work for the PSI. In 2009 a formal procurement process for legal advisors was completed and O'Connor Solicitors were appointed. The total costs for routine legal services purchased in 2009 was €170,793. The cost of legal services will continue to be determined by the level of complaints and the level of activity generated by the Inspection and Enforcement and Legal Affairs Unit. The PSI is making provision in its annual Service Plans budget to meet these anticipated costs and unspent balances will be held in our reserve income and expenditure account. The total of this reserve fund at 31st December 2009 was €1 million. The Council has already decided that a minimum reserve fund of the order of €5-6 million should be established to meet the level and complexity of the cases likely to emerge.

### Other Costs

In line with the national effort to reduce costs, the PSI succeeded in having prices from our suppliers cut by

8% approx. Purchases were tightly controlled. Travel and Subsistence rates were also cut in line with the direction from Government as approved by the Minister for Health and Children. Travel costs in 2009 were €71,255 compared to €161,551 in 2008, when a considerable number of regional meetings were held in connection with the roll out of the Pharmacy Act 2007. Printing, postage and stationery costs did rise significantly from €142,000 in 2008 to €212,000 in 2009. This was due to the increased activity in the PSI. Council directed in 2009 that the pre-registration/intern students be credited with payments made in respect of preliminary registration fees paid under the 1875 Act and examination fees. The cost of this in 2009 was €165,000.

Depreciation costs on fixtures and fittings increased from €142,459 to €164,749. For the first time we provided depreciation on our buildings to comply with accounting standards. This cost €103,789 in 2009.

#### Income

Income in 2009 rose to €7.031m from €2.58 in the previous year. The breakdown is as follows:

	€m
Registration – Retail Pharmacy Businesses	€4.179
Registration – Pharmacists	€1.899
Registration - Other	€0.537
Book Sales	€0.103
Advertising Income – IPJ	€0.062
Examination Income	€0.053
Rental Income	€0.062
Other Income	€0.135
<b>Total</b>	<b>€7.030</b>

In our original budget in 2008 it was planned to collect €2.4m from RPB fees. However, the introduction of those fees was deferred from mid 2008 to January 2009.

#### Property

The property market did not improve in 2009 and consequently the PSI properties at 18 Shrewsbury Road and 37 Northumberland Road in Dublin were not sold. It was decided in 2009 to use the premises at Northumberland Road to relieve the pressure on Shrewsbury Road. Some minor maintenance and

repairs were required and is the reason for the increase in cost of repairs from €41,638 in 2008 to €61,261 in 2009. Staff in the Inspection and Enforcement Unit and the Professional Development and Learning Unit will move to Northumberland Road in early 2010. In addition Committee meetings can be held at Northumberland Road including Disciplinary Committee hearings as necessary. Since 37 Northumberland Road is no longer considered an investment property for accounting purposes an impairment charge of €200,000 was required in its valuation.

We continue to seek opportunities to replace our current office accommodation with that which will meet our requirements. However, this can only be achieved when the market for our properties improve. The relevant committees and Council will be advised of progress.

#### Superannuation

The Superannuation Scheme was commenced on an administration basis as approved by the Department of Health and Children. The collection of contributions commenced on 1st April 2009. Staff who transferred to the PSI as established on 22nd May 2007 became members from start date. New staff joined when they commenced employment with the PSI. The 2009 accounts included a figure of €198,711 for arrears in employer's contribution to the fund for 2007 and 2008.

In accordance with the Directive of the Government and the legislation passed by the Oireachtas, pension levies were deducted of the order of 7.5% from each employee of the PSI and were paid on a monthly basis to the Department of Health and Children.

## INDEPENDENT AUDITORS' REPORT TO THE COUNCIL OF THE PSI

We have audited the financial statements of The Pharmaceutical Society of Ireland for the year ended 31st December 2009 which comprise the income and expenditure account, the balance sheet and the related notes. These financial statements have been prepared under accounting policies.

*(Full statements of account are available from the PSI)*

This report is made solely to the Council, as a body in accordance with Schedule 1, Section 16 of the Pharmacy Act 2007 and Generally Accepted Accounting Practice in Ireland. Our audit work has been undertaken so that we might state to the PSI's Council those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the PSI and the PSI Council as a body, for our audit work, for this report, or for the opinion we have formed.

### Respective Responsibilities of Council and Auditors

The Council is responsible for preparing the Annual Report and the financial statements in accordance with Schedule 1, Section 16 of the Pharmacy Act 2007 and the accounting standards issued by the Accounting Standards Board and promulgated by the Institute of Chartered Accountants in Ireland (Generally Accepted Accounting Practice in Ireland) are set out in the Statement of Council's Responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to the Council our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with Schedule 1, Section 16 of the Pharmacy Act 2007 and Generally Accepted Accounting Practice in Ireland. We also report to you whether in our opinion: proper books of account have been kept by the PSI; and whether the information given in the Council's Report is consistent with the financial statements. In addition, we state whether we have obtained all the information and explanations necessary for the purposes of our audit and whether the PSI's balance sheet and its income and expenditure account are in agreement with the books of account.

We report to the Council if, in our opinion, any information specified by the Pharmacy Act 2007 regarding council members' remuneration or council

members' transactions is not given and, where practicable, include such information in our report. We read the Council's Report and consider the implications for our report if we become aware of any apparent misstatements within it.

### Basis of Audit Opinion

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

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

### Opinion

In our opinion the financial statements give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the state of the PSI's affairs as at the 31st December 2009 and of its result for the year ended have been properly prepared in accordance with the Schedule 1, Section 16 of the Pharmacy Act 2007 and Generally Accepted Accounting Practice in Ireland.

We have obtained all the information and explanations we consider necessary for the purposes of our audit. In our opinion proper books of account have been kept by the PSI. The financial statements are in agreement with the books of account.

In our opinion the information given in the Council's report is consistent with the financial statements.

**Anne Brady McQuillans**

**DFK Chartered Accountants & Registered Auditors  
Iveagh Court, Harcourt Road, Dublin 2**

**INCOME AND EXPENDITURE ACCOUNT**

(FOR THE YEAR ENDED 31ST DECEMBER 2009)

	2009	2008
	€	€
<b>Income</b>	6,993,476	2,576,790
Administrative and direct expenses	(5,372,878)	(4,163,329)
	_____	_____
<b>Operating Surplus/(Deficit)</b>	1,620,598	(1,586,539)
Interest receivable and similar income	37,706	4,118
Interest payable and similar charges	(8,363)	-
	_____	_____
<b>Surplus/(Deficit) on ordinary activities before taxation</b>	1,649,941	(1,582,421)
Tax on ordinary activities	(13,143)	(14,197)
	_____	_____
<b>Surplus/(Deficit) on ordinary activities after taxation</b>	1,636,798	(1,596,618)
	_____	_____
<b>Retained surplus/(deficit) for the year</b>	1,636,798	(1,596,618)
	_____	_____

The financial statements were approved by the Council on 25th March 2010.



**BALANCE SHEET**

(AS AT 31ST DECEMBER 2009)

	2009	2008
	€	€
<b>Fixed Assets</b>		
Tangible assets	4,389,835	4,707,754
Investments	-	1
	<u>4,389,835</u>	<u>4,707,755</u>
<b>Current Assets</b>		
Stocks	11,620	8,364
Debtors	223,827	149,300
Cash at bank and in hand	6,774,813	2,347,663
	<u>7,010,260</u>	<u>2,505,327</u>
<b>Creditors and deferred income: amounts falling due within one year</b>	(7,223,295)	(4,473,080)
<b>Net Current Liabilities</b>	<u>(213,035)</u>	<u>(1,967,753)</u>
<b>Total Assets Less Current Liabilities</b>	<u>4,176,800</u>	<u>2,740,002</u>
<b>Capital and Reserves</b>		
Revaluation reserve	1,161,334	1,361,334
Income and expenditure account	3,015,466	1,378,668
	<u>4,176,800</u>	<u>2,740,002</u>
<b>Closing Reserves</b>	<u>4,176,800</u>	<u>2,740,002</u>

The financial statements were approved by the Council on 25th March 2010.

## APPENDIX A

### Attendance of and Fees paid to Council Members in 2009

Council Member	Date of Appointment	Expiry of Term of Office	No. of Meetings Attended*	Fees Paid in 2009** €	Aggregate Expenses Paid in 2009*** €
<b>Council Members who were in office as at 31st December 2009</b>					
Ms. Noeleen Harvey	22/05/2007	21/05/2011	5/6	12,600	
Prof. June Nunn	22/05/2007	21/05/2011	4/6		
Dr. Bernard Leddy	22/05/2007	21/05/2011	4/6	8,100	713.67
Mr. Darragh O'Loughlin	22/05/2007	21/05/2011	6/6	8,100	4829.67
Dr. Paul Gallagher	22/05/2007	21/05/2011	5/6	8,100	
Ms. Cathriona Hallahan	22/05/2007	21/05/2011	5/6	8,100	
Mr. Stephen Boyle	21/05/2009	21/05/2011	5/5		
Dr. John Hillery	06/02/2009	21/05/2011	6/6		43.25
Mr. Sean Hurley	22/05/2009	21/05/2011	2/5		
Ms. Kate Mulvenna	02/03/2009	21/05/2011	4/6		
Mr. John Collins	22/05/2009	21/05/2013	4/5	8,100	697.96
Dr. Ann Frankish	22/05/2009	21/05/2013	3/5		
Mr. Paul Fahey	22/05/2007	21/05/2013	5/6	8,100	
Asst. Comm. Ms. Nóirín O'Sullivan	22/05/2007	21/05/2013	2/6		
Ms. Rita Purcell	22/05/2007	21/05/2013	5/6		
Ms. Ita Kelleher	22/05/2007	21/05/2013	5/6	8,100	
Ms. Deirdre Larkin	22/05/2007	21/05/2013	4/6	8,100	
Ms. Michelle Ní Longáin	22/05/2007	21/05/2013	5/6	8,100	
Mr. Aidan Horan	22/05/2009	21/05/2013	4/5	8,100	
Ms. Margaret Doherty	22/05/2009	21/05/2013	5/5	8,100	
Mr. Eoghan Hanly	22/05/2009	21/05/2013	5/5	8,100	
<b>Council Members who were in office for a period of 2009</b>					
Dr. William Boles	22/05/2007	21/05/2009	1/1		
Mr. Cormac Deasy	22/05/2007	21/05/2009	1/1		
Mr. Brendan Hayes	22/05/2007	21/05/2009	0/1		
Prof. Peter Weedle	22/05/2007	21/05/2009	1/1		702.10
Mr. Colm Fagan	22/05/2007	21/05/2009	1/1		619.36
Ms. Phil O'Neill	22/05/2007	20/05/2009	0/1		
Mr. Richard Durkin	22/05/2007	13/01/2009	0/1		
Prof. John Feely	22/05/2007	28/04/2009	0/1		
* The number of meetings attended varies due to varying dates of appointment of members. ** Council members employed in the public sector were not paid fees in 2009 ***Aggregate expenses claimed for and paid by 31.12.2009					

**APPENDIX B****Attendance at Committee Meetings in 2009**

Committee Member	Date of Appointment	Expiry of Term of Office	No. of Meetings Attended in 2009
<b>Chairpersons Committee</b>			
Ms. Cathriona Hallihan (Chair)	10/07/2007	28/09/2011	4/4
Ms. Noeleen Harvey	26/05/2009	25/05/2011	4/4
Mr. Paul Fahey	26/05/2009	25/05/2011	1/2
Ms. Rita Purcell	29/09/2009	28/09/2011	3/3
Dr. John Hillery	29/09/2009	28/09/2011	1/1
Dr. Paul Gallagher	10/07/2007	28/09/2011	2/4
Ms. Kate Mulvenna	29/09/2009	28/09/2011	0/1
Asst. Comm. Ms. Nóirín O'Sullivan	10/07/2007	28/09/2011	1/4
Dr. Bernard Leddy	10/07/2007	21/05/2009	2/2
Prof. Peter Weedle	22/05/2007	21/05/2009	2/2
Mr. Colm Fagan	25/09/2007	21/05/2009	1/2
<b>Audit Committee</b>			
Mr. Ray Dolan (Chair)	11/12/2007	10/12/2010	2/2
Ms. Michelle Ní Longáin	11/12/2007	10/12/2010	1/2
Mr. John Gloster	03/03/2009	02/03/2012	0/1
Mr. Noel Conroy	03/03/2009	02/03/2012	1/1
Mr. Dermot Magan	29/09/2009	28/09/2012	1/1
Ms. Eugenie Canavan	29/09/2009	28/09/2012	1/1
Dr. John Hillery	11/12/2007	06/02/2009	1/1
Mr. Aidan Horan	11/12/2007	22/05/2009	1/1
Mr. Tom McGuinn	11/12/2007	02/01/2009	0/1
Mr. Kate Mulvenna	11/12/2007	28/09/2009	0/1
<b>Professional Development and Learning Committee</b>			
Dr. Paul Gallagher (Chair)	25/09/2007	28/09/2011	5/5
Ms. Ita Kelleher	25/09/2007	28/09/2011	4/5
Ms. Michelle Ní Longáin	25/09/2007	28/09/2011	4/5
Prof. June Nunn	25/09/2007	28/09/2011	3/5
Mr. Stephen Boyle	25/09/2009	28/09/2011	1/1
Ms. Margaret Doherty	25/09/2009	28/09/2011	1/1
Ms. Noeleen Harvey	25/09/2007	26/05/2009	2/2
Ms. Tamasine Grimes	07/10/2008	06/10/2010	5/5
Mr. Shaun Flanagan	07/10/2008	06/10/2010	5/5
Ms. Pamela Logan	07/10/2008	06/10/2010	1/5
Mr. Niall O'Shea	07/10/2008	06/10/2010	3/5
Ms. Rita O'Brien	02/12/2008	01/12/2010	3/5
Mr. Diarmaid Semple	02/12/2008	01/12/2010	4/5

**APPENDIX B** *continued*

Committee Member	Date of Appointment	Expiry of Term of Office	No. of Meetings Attended in 2009
<b>Registration and Qualification Recognition Committee</b>			
Dr. John Hillery (Chair)	29/09/2009	28/09/2011	1/1
Dr. Mike Morris	07/10/2008	06/10/2010	4/6
Mr. Stephen McMahon	07/10/2008	06/10/2010	5/6
Mr. John Collins	29/09/2009	28/09/2011	1/1
Dr. Bernard Leddy	29/09/2009	28/09/2011	1/1
Mr. Eoghan Hanly	29/09/2009	28/09/2011	1/1
Prof. Peter Weedle	25/09/2007	24/09/2009	3/3
Mr. Cormac Deasy	25/09/2007	28/09/2011	5/6
Mr. Paul Fahey	26/05/2009	29/09/2009	2/2
<b>Inspection and Enforcement Committee</b>			
Asst. Comm. Ms. Nóirín O'Sullivan (Chair)	25/09/2007	28/09/2011	2/7
Mr. Darragh O' Loughlin	25/09/2007	28/09/2011	7/7
Ms. Deirdre Larkin	29/09/2007	28/09/2011	2/7
Ms. Cathriona Hallihan	25/09/2007	28/09/2011	6/7
Dr. Ann Frankish	29/09/2009	28/09/2011	1/1
Mr. Eoghan Hanly	29/09/2009	28/09/2011	1/1
Mr. Martin Higgins	03/03/2009	02/03/2011	4/5
Dr. William Boles	29/09/2009	28/09/2011	3/5
Ms. Phil O'Neill	25/09/2007	24/09/2009	0/4
<b>Standards and Practice Committee</b>			
Ms. Kate Mulvenna (Chair)	29/09/2009	28/09/2011	1/1
Dr. Ann Frankish	29/09/2009	28/09/2011	1/1
Mr. Stephen Boyle	29/09/2009	28/09/2011	1/1
Ms. Margaret Doherty	29/09/2009	28/09/2011	0/1
Ms. Ita Kelleher	25/09/2007	28/09/2011	3/3
Ms. Michelle Ní Longáin	25/09/2007	28/09/2011	2/3
Mr. Paul Fahey	25/09/2007	26/05/2009	2/2
Ms. Noeleen Harvey	25/09/2007	26/05/2009	2/2
Ms. Claire Kerr	07/10/2008	06/10/2010	3/3
Dr. Mark Ledwidge	07/10/2008	06/10/2010	3/3
Dr. Laura Sahm	07/10/2008	06/10/2010	2/3
Mr. Jim O'Reilly	07/10/2008	06/10/2010	1/3
Dr. Catriona Bradley	29/09/2009	28/09/2011	1/1

**APPENDIX B *continued***

Committee Member	Date of Appointment	Expiry of Term of Office	No. of Meetings Attended in 2009
<b>Administration, Finance and Corporate Governance Committee</b>			
Ms. Rita Purcell (Chair)	25/09/2007	28/09/2011	3/4
Mr. Darragh O'Loughlin	25/09/2007	28/09/2011	3/4
Mr. Paul Fahey	25/09/2007	26/05/2009	1/1
Ms. Deirdre Larkin	25/09/2007	28/09/2011	4/4
Dr. Bernard Leddy	29/09/2009	28/09/2011	1/1
Mr. Sean Hurley	29/09/2009	28/09/2011	1/1
Dr. Ann Frankish	29/09/2009	28/09/2011	1/1
Mr. Aidan Horan	29/09/2009	28/09/2011	0/1
Mr. Colm Fagan	25/09/2007	24/09/2009	2/2



THE PHARMACY REGULATOR

**THE PHARMACEUTICAL  
SOCIETY OF IRELAND**  
*THE PHARMACY REGULATOR*

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