Nursing & Midwifery Council

Nursing Quality: Empowering Nurse Leadership

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Nursing & Midwifery Council

Nursing Quality

The NMC safeguards the health and wellbeing of people who use, or need the services of, nurses and midwives

Nursing and Midwifery Order 2001

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How?

- we set standards of education, training, conduct and performance so that nurses and midwives can deliver high quality healthcare consistently throughout their careers

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How?

- we ensure that nurses and midwives keep their skills and knowledge up to date and uphold our professional standards
- we have clear and transparent processes to investigate nurses and midwives who fall short of our standards

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Our key areas of activity

- maintaining the register
- quality assurance of education
- professional standards for nurses and midwives
- revalidation
- fitness to practise

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Empowering Nurse Leadership

Involvement in:

- good character statements for registration
- setting standards of education
- QA of education - validation and monitoring
- code and professional conduct
- ‘on the register’
- PREP/revalidation
- performance - fitness to practice – thresholds
- FtP – panellists and chairs
- Council membership

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Registration

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Registration

- NMC maintain a register of nurses and midwives eligible to practice in the UK : 669,023
- 20,722 UK initial and sub registrations
- 1,152 overseas initial and sub registrations
- 3,137 EU registrations

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Nursing Leadership - Registration

- entry onto register – good character
- maintain register – ‘on register’ checks
- fees
- post registration education and practice
- advice line? : 358,492 calls answered pa

  6,000 calls plus 12,000 emails pa related to professional advice –> professional bodies
- revalidation

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Revalidation

To enable the NMC to confirm that

- nurses and midwives continue to be fit to practise
- their skills and knowledge are up to date and specific to current area and scope of practice

To promote a culture of continuous improvement in practice for nurses and midwives

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Quality assurance of education

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Quality assurance

For 2011/2012

- 82 approved education institutions (AEIs)
- 1034 education programmes in approval (largest provision of all other regulators)
- 356 programme approvals undertaken
- 54 monitoring visits of AEIs undertaken
- 2012/2013 - < 17 targeted monitoring visits

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Quality assurance - nursing leadership

- involvement in development, review and maintaining standards for nursing and midwifery education
- curriculum development and approval
- monitoring – annual reporting/including other regulators reports
- notable events
- extraordinary reviews

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Professional standards

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Professional standards

- set standards and information for nursing and midwifery conduct, performance and ethics
- the Code
- midwives rules and standards – being reviewed in 2012
- guidance for students, working with older people, raising concerns and safeguarding adults

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Fitness to practise

Fitness to practise considers

- allegations of misconduct
- lack of competence
- unfitness to practice due to ill health
- 0.6 percent of registered nurses and midwives were referred to the NMC in 2011/2012

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Breakdown of referrals

- **misconduct**: Include issues of neglect, drug administration, record keeping and dishonesty (47 percent of referrals)
- **competence**: Include problems with patient care, lack of knowledge, skills or judgement, record keeping and drug administration (28 percent of referrals)
- **criminal**: (18 percent of referrals)

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Fitness to Practise activity

- current caseload is 4,475 including 1058 at adjudication stage
- cases received before 11 January 2011 regarded as “historic” – 1177

  - plans in place to clear this backlog by December 2014

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Achievement against KPIs (April 12)

interim orders imposed within 28 days	30 days (6 outside)
investigation completed within 12 months	New 7.1 mths
investigation decision letters sent within 5 days	98%
adjudication decision letters sent within 5 days	67%
complaints answered within 20 days	100%

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Increase in referrals

We are experiencing a rise in demand

- 70-80 referrals a week (30-40 percent closed immediately at screening)
- 48 percent increase in 2 years
- 350 nurses struck off between April 2011 and March 2012
- we are not alone – other regulators are also reporting increases in referrals

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Managing our resources

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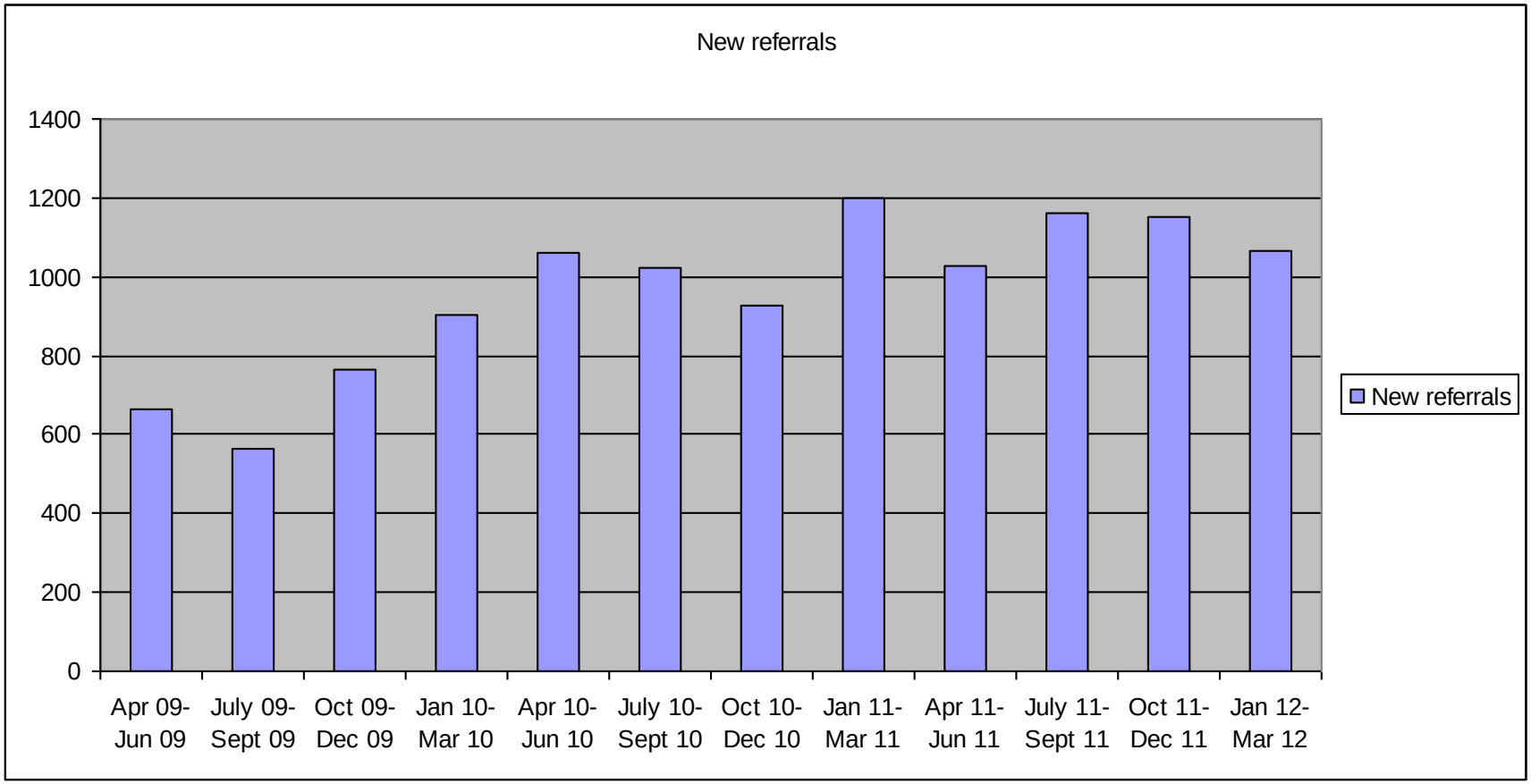
Increase in referrals



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Nursing Leadership – appropriate referrals

- 35 – 40 percent closed at screening
- 19 percent referrals from public (835 pa)
- 55 percent refer to employer ?
- threshold criteria for referral?
- threshold for investigation?
- help line for nurse directors – peter.lynn@nmc-uk.org
- NHS employers – help for HR Directors?

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Become a panellist or Chair?

June 2012 up to 20 hearing events per day

- 15 substantive hearings, 5 interim order hearings and 6 investigating committees
- to increase to 22 substantive hearings per day by April 2013

To observe a hearing call: 020 7462 5800

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Our income

- we are solely funded by nurses and midwives registration fees
- currently £76 each year for registration, renewal or readmission to the register
- total income in 2012-2013 = £52m
- income has remained relatively static since 2007

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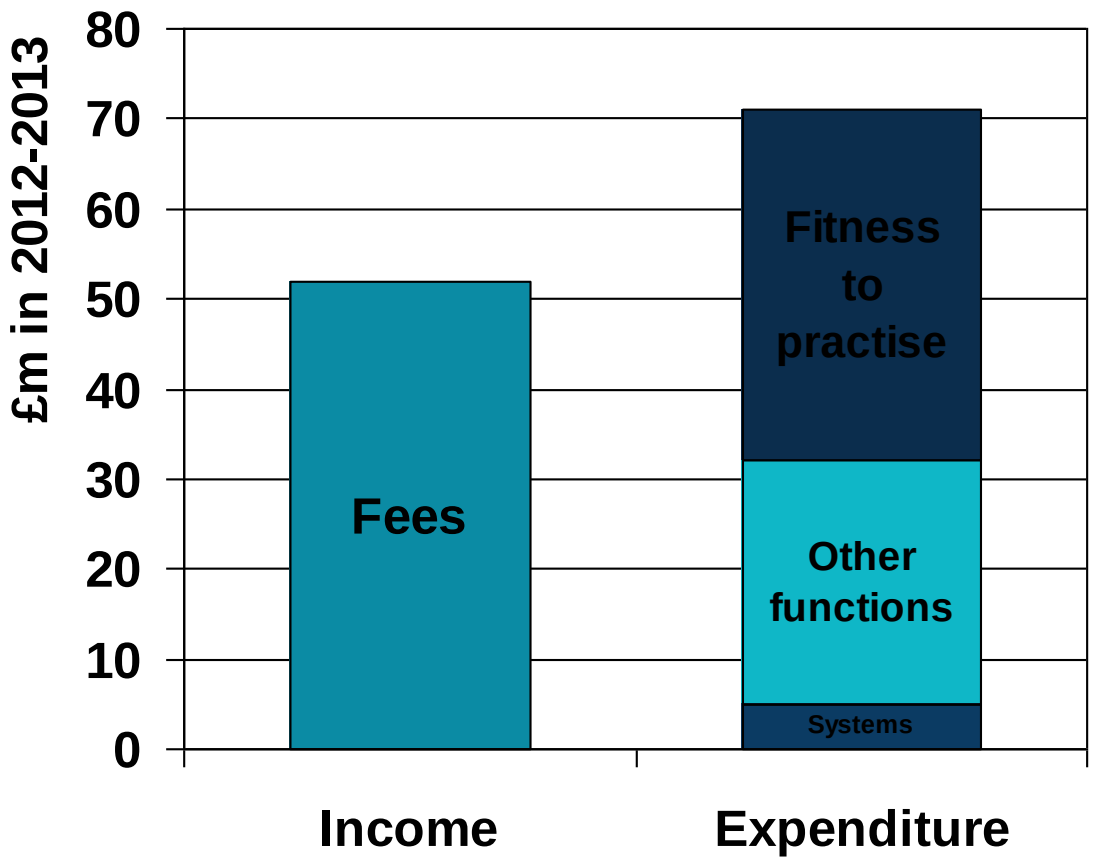
Our expenditure challenge



- Growing demand for our services
- Reserves being exhausted
- Continued need to deliver against KPIs in FtP

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Empowering nurse leadership

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Thank you