

DRAFT STATEMENT OF STRATEGY 2017-2019

Public Consultation



Bord Altranais agus
Cnáimhseachais na hÉireann
Nursing and Midwifery Board of Ireland

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1 Introduction

Dear Colleague,

We would like to hear what you have to say.

The Nursing and Midwifery Board of Ireland (NMBI) is currently preparing its Statement of Strategy for 2017-2019. Our strategy will set out the direction of the Board for the next three years, building on our current regulatory model to achieve a regulatory model for the nursing and midwifery professions that is relevant, modern, effective and fit for purpose.

During the period covered by this statement of strategy we will have two significant anniversaries to mark; 100 years of the regulation of midwives in Ireland in 2018 and 100 years of regulation of nurses in Ireland in 2019. It seems timely therefore, to engage with our stakeholders as we shape the next era of nursing and midwifery regulation.

There are two ways to get involved and help shape our strategy.

1 We would be delighted if you would take the time to submit your views on this draft strategy document by completing our short online consultation survey: [SURVEY FORM](#) Link.

The draft strategy document should take about 10 minutes to read and the survey should take another 10 minutes to complete.

2 While we would appreciate you filling in the survey form, you could alternatively help by answering the following question:

“What would be the one thing you would like to see in the Nursing and Midwifery Board of Ireland’s statement of strategy”.

You can email your response to strategyconsultation@nmbi.ie

The consultation will close at midday on Thursday the 10th November, 2016.

The Nursing and Midwifery Board of Ireland would like to thank you for taking the time to contribute to developing our Statement of Strategy.

Signed

Essene Cassidy
President

Mary Griffin
Interim Chief
Executive Officer

Nursing and Midwifery Board of Ireland.

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About the Nursing and Midwifery Board of Ireland

Who we are

The Nursing and Midwifery Board of Ireland is the regulatory body for nursing and midwifery in Ireland, and is governed by the Nursing and Midwifery act, 2011. Our statutory remit is the protection of the public by supporting and ensuring good nursing and midwifery practice.

We currently do this by

- Maintaining the register of nurses and midwives
- Supporting nurses and midwives to provide good care by setting and monitoring standards for nursing and midwifery training and education
- Promoting good nursing and midwifery practice by providing guidance to nurses and midwives on professional practice, professional conduct and ethics
- Responding to and investigating complaints against nurses and midwives.

3 President and CEO Foreword

A President and CEO Foreword will be included after public consultation.

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The Context to our Strategy 2017-2019

In developing this statement of strategy, the Nursing and Midwifery Board of Ireland has considered the regulatory environment in which it currently operates and examined the factors which are likely to influence its programme of work. We have also reflected on our regulatory journey to date. In developing this strategy we welcome the views of nurses and midwives, members of the public, healthcare and educational institutions and other relevant stakeholders.

Ensuring patient safety in healthcare is a public and government priority and effective nursing and midwifery regulation will remain a key lever to deliver on this.

During the lifetime of this Statement of Strategy we can expect further changes in models of patient care and delivery of services and this in turn will have an impact on our regulatory role.

The cost of regulation will continue to be a focus – for registrants, employers, unions and the public. Demand on public finances remains high. The Nursing and Midwifery Board of Ireland operates on a self-funded basis and this will always remain a central tenet of our decisions on where we invest time and resources. We also have a role to play in making available evidence based advice for the Department of Health and other decision makers on how to support nurses and midwives in maintaining professional practice and competence that will deliver safe patient care.

The Nursing and Midwifery Board of Ireland will continue to implement all elements of the 2011 Act. The European Union (EU) will also continue to be a source of legislation that we need to comply with.

As Ireland and the global economy continues to emerge from financial crisis, the numbers of EU and non-EU applications have been increasing and can be expected to rise further. The Nursing and Midwifery Board of Ireland will need to be responsive to this anticipated increase in applications for nursing and midwifery registration. Robust, efficient and effective registration processes are required if Ireland is to successfully compete in the recruitment of nurses and midwives in the face of a global shortage of these professions.¹

While we can never be certain what the future holds we can expect opportunities and challenges between now and 2019. We must strive to improve our efficiency, effectiveness and productivity to meet these challenges and opportunities. Developing and supporting the staff of the Board is crucial to facilitate them deliver a quality service to nurses, midwives the public and other stakeholders. Improved and efficient processes, technology and structures will be required. Building trust with our nursing and midwifery registrants, and the public is imperative if the Board is to be viewed as an example of regulatory excellence.

¹ "A Universal Truth: No Health Without a Workforce", Global Health Workforce Alliance and World Health Organisation, 2013.

¹ "The Global Shortage of Registered Nurses", The Global Nursing Review Initiative, International Council of Nurses, 2005.

¹ "State of Maternity Services Report", Royal College of Midwives, 2015.

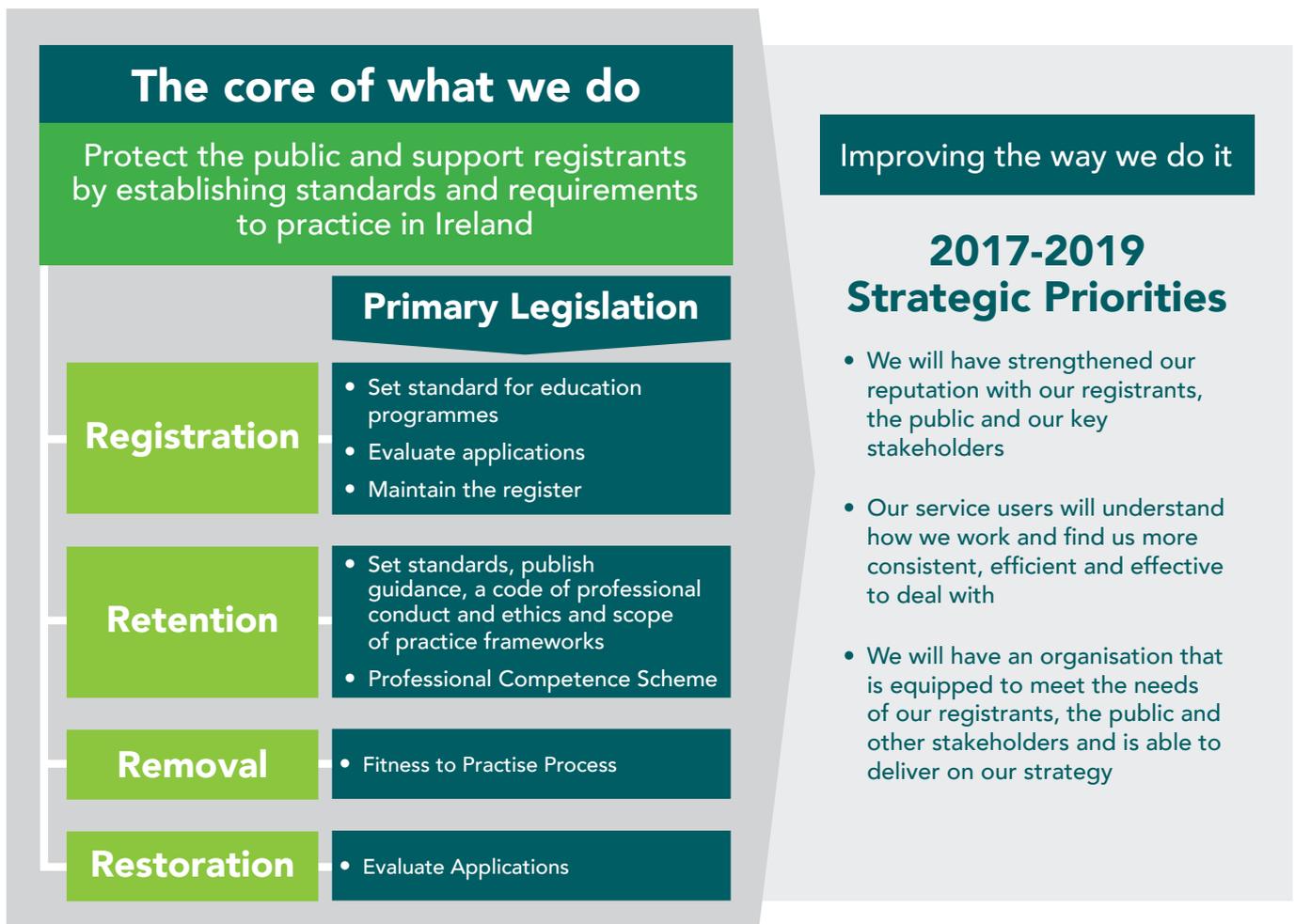
5 Our Strategic Priorities

This section of the Statement of Strategy describes the aims we are setting out to achieve over the period 2017-2019 and strategies we will employ to get there.

The Nursing and Midwifery Board of Ireland protects the public by setting and monitoring the standards and requirements for nursing and midwifery registration and retention, removal and restoration to the register of nurses and midwives.

The four components of nursing and midwifery registration (registration, retention, removal and restoration) will continue to be our primary focus over the next three years however we envisage managing these four pillars in a very different way.

We have captured this visually in the diagram below and the text that follows provides a more detailed explanation.



The core of what we do

We will continue to fulfil our statutory remit under the Nurses and Midwives Act, 2011 and implement the remaining provisions as they are commenced.

- Maintain the Register of Nurses and Midwives.
- Evaluate applications from Irish and overseas applicants who want to practice as nurses and midwives in Ireland.
- Support nurses and midwives in their practice by setting standards and monitoring standards for nursing and midwifery training.
- Promoting good nursing and midwifery practice by providing guidance to nurses and midwives on professional practice, professional conduct and ethics.
- Responding to and investigating complaints against nurses and midwives.
- The development and implementation of a Professional Competence Scheme.
- We will continue to work with our parent Department on our primary legislation to ensure can deliver the public protection and patient safety envisaged under the 2011 Act, 2011.

What will we be doing differently?

- We will have strengthened our reputation with our registrants, the public and our key stakeholders.
- Our service users will understand how we work and find us more consistent, efficient and effective to deal with.
- We will have an organisation that is equipped to meet the needs of our registrants, the public and other stakeholders and is able to deliver on our strategy.

We will now discuss these in more detail.

We will have strengthened our reputation with our registrants, the public and our key stakeholders

- We will rebuild trust through open and transparent communications.
- We will publish standards in plain English.
- We will openly engage with our stakeholders.
- We will work in partnership with other regulators.
- We will share our data and insights with nurses, midwives to support them to maintain practice standards.

Our service users will understand how we work and find us more consistent, efficient and effective to deal with

- We will publish clear, easy to understand, information which informs the public of the role of the Nursing and Midwifery Board of Ireland and our service users of our requirements, how to engage with us and to facilitate self-service.
- We will define and publish service standards for our service users.

We will have a organisation equipped to deliver on our strategy

- We will support staff so they have the knowledge, skills and competencies to do their jobs effectively and with confidence.
- We will fundamentally redesign our processes and procedures to meet increased demand and user expectations and reduce cost to serve.
- We will proactively review the structure of our organisation to allow for the effective and efficient delivery of our legislative remit.
- We will enhance the ability of our service users to self-serve through digital channels.
- We will invest in technology to ensure that applications are in place to support the core functions of the Nursing and Midwifery Board of Ireland.
- We will fully comply with the *Code of Practice for the Governance of State Bodies, 2016*.
- We will have defined a sustainable funding model and be operating within it.

6 Measuring Success

This Statement of Strategy will cover the period 2017-2019. The finalised Statement of Strategy will be published on our website.

Each year we will develop an annual business plan designed to deliver on the strategy.

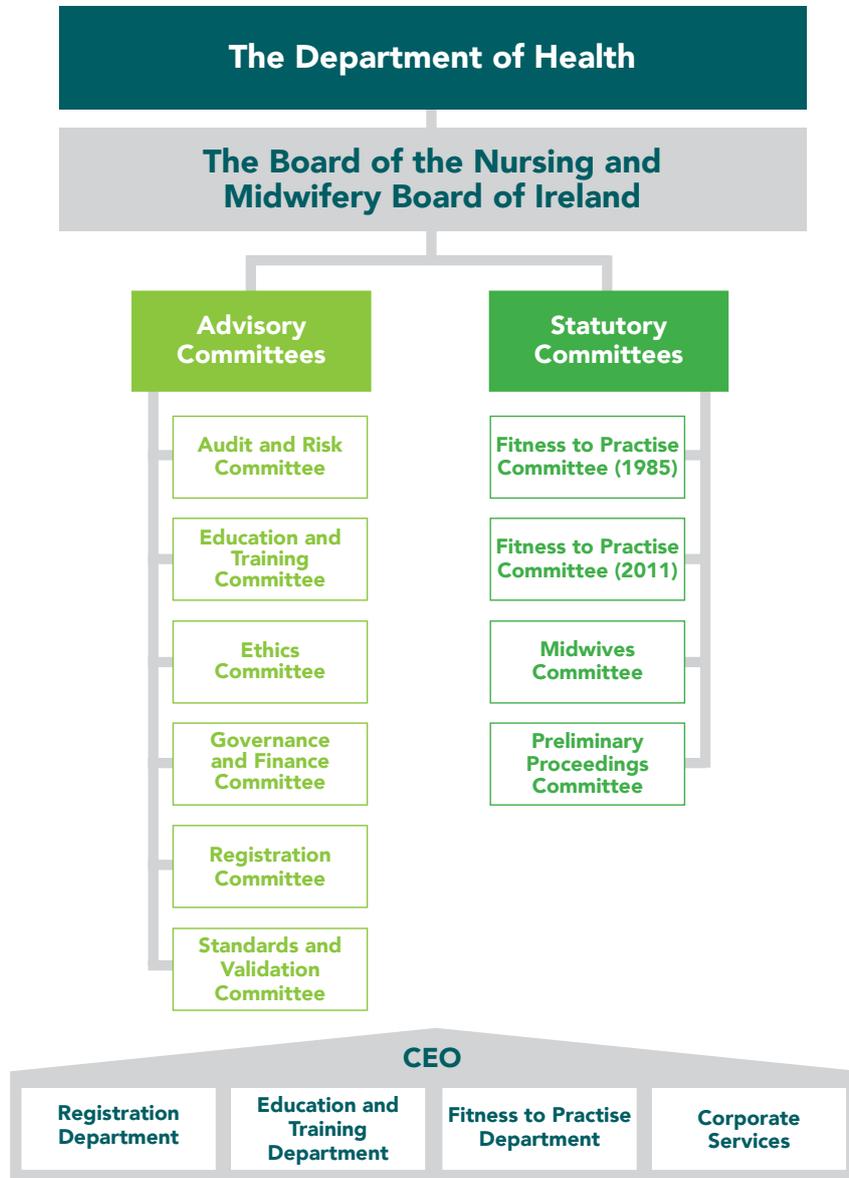
We will review how we are progressing quarterly at the Board meeting.

We will publish an annual report detailing progress we have made.



Progress will be reported against defined measures. They will be of a quantitative (e.g. application processing times, query handling time, number of complaints about registrants received, number of complaints resulting in an FTP hearing, etc.) and qualitative nature.

Appendix A: Structure of the Nursing and Midwifery Board of Ireland



In December 2015 there were a total of 63,000 registered nurses and midwives on the NMBI Active Register along with 30,000 on the Inactive Register.

The Board of NMBI:

The Board comprises of 23 members with a lay majority of 12. There are 8 elected members, in addition 3 nurses/ midwives are appointed by the Minister and the remaining members are nominated by stakeholders such as voluntary bodies and public interest groups and are appointed by the Minister. All Board members act in a non-executive capacity.

Appendix C: Consultation Approach

The public consultation process is being undertaken during October and November of 2016 to ensure that the views of the public, registrants and our partner organisations are central to informing the development of our strategy.

The consultation process has two key components.

1. An online survey which is accessible to everyone via our website www.nmbi.ie. We have also emailed directly more than 35,000 people and organisations making them aware that we are developing our strategy and inviting them to respond to our on-line survey.
2. We are also conducting a series of internal and external workshops & meetings.

Individuals and organisations invited to participate either through the online survey, meeting or a focus group include:

- The public
- All registrants (as at October 1st, 2016)
- Patient Advocacy Groups
- The Department of Health
- Other Government Departments
- Unions
- Employers
- Education Providers
- Other regulators
- Citizen and Consumer Agencies
- All staff
- Board and committee members.