



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

The NMBI Professional Competence Scheme - Preparing for Audit

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January 2026

Legislative Requirements

Part 11 of the Nurses and Midwives Act 2011, as amended – Monitoring the Maintenance of Professional Competence (MMPC)

The Registrant

Section 87

- (1) A registered nurse and a registered midwife **shall maintain professional competence on an ongoing basis.**
- (2) A registered nurse or registered midwife shall, whenever required by the Board to do so, **demonstrate competence to the satisfaction of the Board** in accordance with any requirement of the Board under section 88(1).

Regulator (NMBI)

Section 88

- (1) The Board may require a registered nurse **or registered midwife to demonstrate competence** to the satisfaction of the Board in accordance with a professional competence scheme applicable to that nurse or midwife or otherwise.

Section 89

- (1) **...develop, establish and operate one or more than one scheme for the purposes of monitoring the maintenance of professional competence** for registered nurses and registered midwives.

The Employer

Section 90

- (1), places a legal obligation on an employer to **facilitate the maintenance of professional competence by the nurse or midwife employed by them** with any professional competence obligations pursuant to a scheme established by NMBI. The employer **may also facilitate** the maintenance of professional competence by providing learning **opportunities in the workplace.**

NMBI Professional Competence Scheme (PCS) – Principles and Requirements



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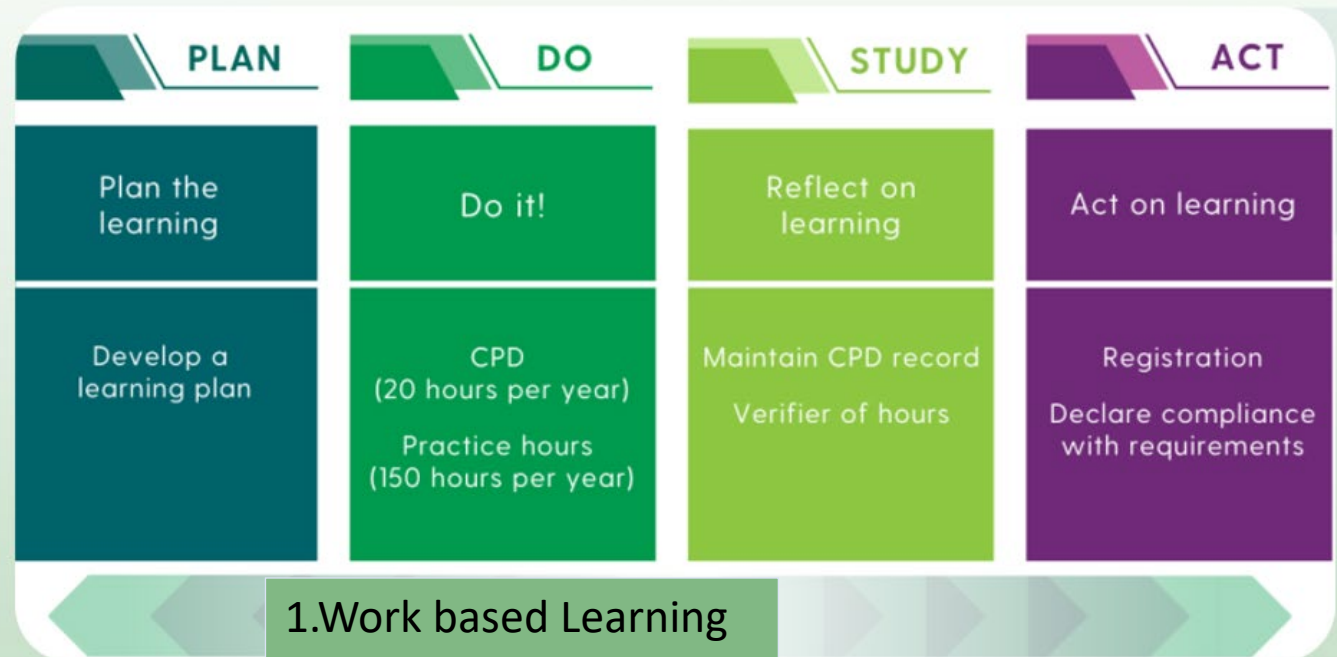
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The PCS is based on the following principles:

- **Meet the requirements of the Nurses and Midwives Act 2011, as amended**
- Focussed on safety and care- **‘How do I keep my practice safe?’**
- Based on best practice
- Developed in consultation with relevant stakeholders
- Flexible, proportionate, practical and feasible

Professional Competence Scheme Requirements

based on the PDSA cycle



Continuing Professional Development (CPD)



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CPD Activities Categories

Please note that this list includes some examples but is not all-inclusive

**Mandatory Training can be included if it is demonstrated to be relevant to your scope of practice and aligns with the Code*

1. Work based learning:

- Nursing grand rounds
- Reviewing clinical experiences
- Reflective practice – reflection in action (e.g. falls incident – “how can I prevent this?”)
- Safety huddles
- Practice based auditing
- Practice based policy development
- Practice based committee
- Child protection case
- Clinical supervision

2. Professional activity:

- Article published in a peer-reviewed journal
- Professional forum membership
- Evidence of coaching/mentoring
- Giving a presentation at a conference

3. Formal education:

- Post-graduate studies
- Short courses
- Workshops
- Seminars

4. Self-directed learning:

- Discussion groups
- Research
- Online education

Study: Reflect on your learning



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Remember!

The specific reflection tool you choose is not the most important factor – what matters most is the quality and depth of your reflection.

Whatever method you use, always ensure your reflection addresses the following key questions:

- **How does this learning keep my practice safe?**
- **In what way am I developing or maintaining professional competence?**
- **How does this learning align with the Principles of the Code?**



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Monitoring the maintenance of competence (MMPC)

AUDIT – Pilot Sites January 2026

AUDIT – Monitoring the maintenance of competence




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- A percentage of participants will be selected from each site
- Random selection. Confidential
- Participants will be **notified directly on 13 January**
- **Six weeks** from notification to submission
- Submissions **closing date 23 February 2026**
- A **submission checklist** will be sent directly to selected participants

Step 1: Practice Hours – 150 hours

 NMBI Monitoring the Maintenance of Professional Competence (MMPC) Form	
Name	
NMBI PIN	
Division of the Register	
Current role/area of practice	
Verification of practice hours	
Source name, role and contact email	
Date	
Category of CPD learning	
Type of CPD learning activity	
What was the topic	

- Practice hours must relate directly to the area you practice in
- Provide full details of the person verifying your practice hours

Acceptable verifiers include:

- Director of Nursing / Midwifery
- Line Manager
- HR Personnel

STEP 2 : CPD Requirements - 20 hours

*Don't forget Evidence for
each activity –
e.g. Cert/Reflection*

- **Category of learning** - (Work-Based, Professional Activity, Formal Education, Self-Directed Learning). **Provide a variety**
- **Link to the CODE** – clearly state how does this activity relates to the CODE.
- **Reflection**
- **Duration** – total number of CPD hours/minutes.

Date	
Category of CPD learning	
Type of CPD learning activity	
What was the topic	
Link to the Code	
Link to competence	
Reflection on your learning	
Total number of CPD hours	



Tip for recording short learning activities:

If you completed **several short activities** *within the same category* that are less than one hour, you may combine them into one recorded unit.

Example – 10 minutes +30 minutes +20 minutes = **1 hour of CPD**



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STEP 3

Declaration of compliance with PCS requirements

- Sign the declaration form (electronic/typed signature permitted)
- Ensure your name, PIN, and date are included
- Confirm the accuracy and truthfulness of your submission

Declaration	
I verify that I have maintained my competence in accordance with the NMBI Code of Professional Conduct and Ethics and Scope of Nursing and Midwifery Practice. I declare that I have not plagiarised or used AI in the completion of this audit form.	
Signed	Date

What happens next?

- Participants will receive acknowledgement of receipt of their submission.
 - Participants will be contacted if further information is required.
 - On completion of audit, participants will be notified of the outcome of their submission.
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Next Steps



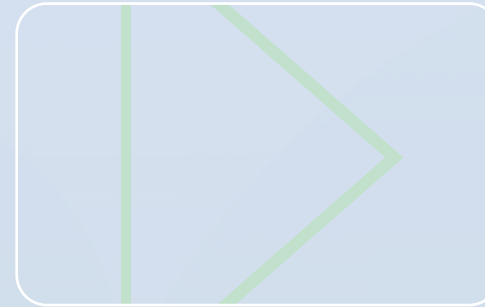
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Q1 2026
Pilot Trial Audit



Q2-Q4 2026
Pilot Scheme
Analysis
Workshops
Refine
Legislation



2027
National
Implementation



2030
Audit

Thank you



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www.nmbi.ie

#knowyourcode

<https://www.nmbi.ie/Standards-Guidance/Professional-Competence-Scheme/NMBI-2025-Pilot-PCS>

Please email any queries to mmpc@nmbi.ie

