



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

# The NMBI Professional Competence Scheme - Preparing for Audit

Mary Devane, Professional Officer Lead

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



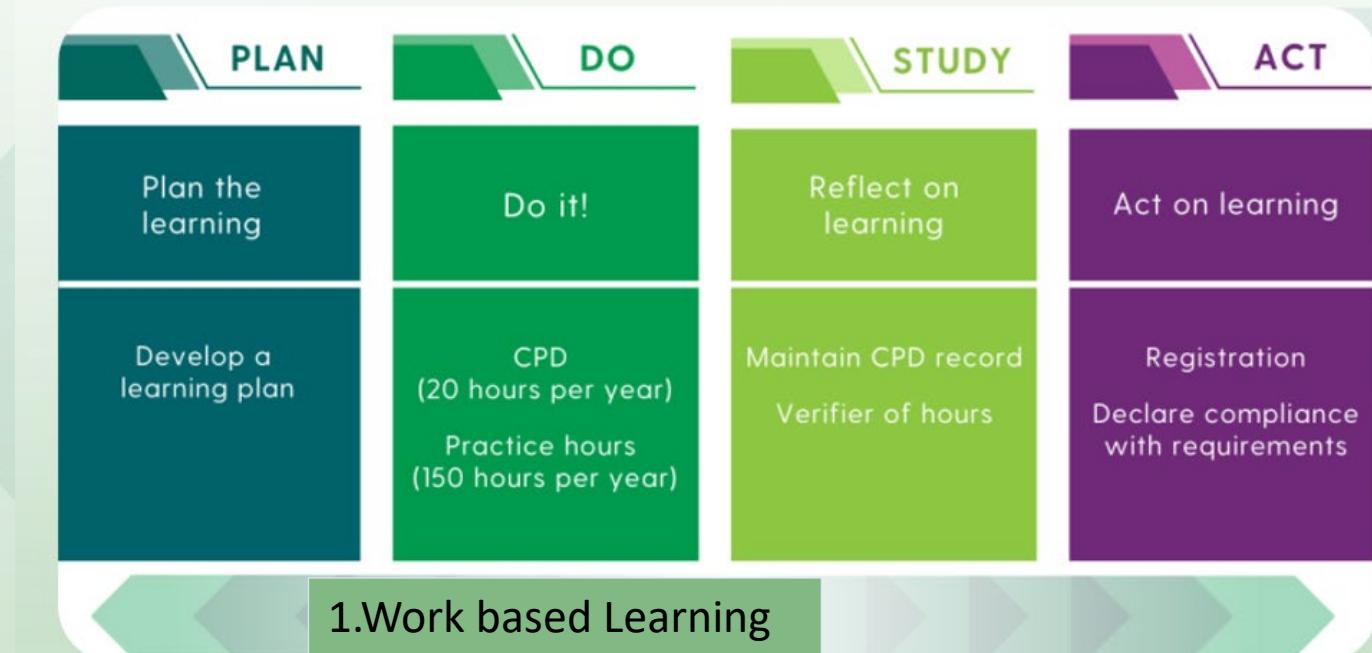
Bord Altranais agus  
Cnáimhseachais na hÉireann  
Midwifery  
Ireland

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)



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

## 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



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

# Study: Reflect on your learning





## 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?**



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

# Monitoring the maintenance of competence (MMPC)

AUDIT – Pilot Sites January 2026



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

# AUDIT – Monitoring the maintenance of competence



- 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



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

# 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	
<hr/>	
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



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

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	

## STEP 2 : CPD Requirements

- 20 hours



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

- **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.



## 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**



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

# STEP 3

## Declaration of compliance with PCS requirements



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

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

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



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

# 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.



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

# Next Steps



**Q1 2026**  
Pilot Trial Audit

**Q2-Q4 2026**  
Pilot Scheme  
Analysis  
Workshops  
Refine  
Legislation

**2027**  
National  
Implementation

**2030**  
Audit



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

# Thank you

[www.nmbi.ie](http://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](mailto:mmpc@nmbi.ie)

