Professional regulation & the changing nursing landscape

Essene Cassidy
24 October 2019
The Board of NMBI

- NMBI replaced An Bord Altranais - October 2012
- Nurses and Midwives Act 2011
- 23 person Non Executive Board
- Lay Majority
- Rolling Tenure Board Members
  - Max 2 terms/ 10 years in post
  - Next change 2020, election and nominations, then 2022.
Core Function: The Register (2015-2018)

**COMING ONTO THE REGISTER**

Nurses and midwives registering for first time (approx. 3,530 per year, inclusive of newly graduated Irish trained nurses and midwives)

Restoring to the Register

**NMBI Register of Nurses and Midwives**

All persons in Ireland who are registered to work in Ireland as a nurse or a midwife

**Approx. 65,000 - 75,000 persons**

All persons on the Register have had their nursing and/or midwifery qualification(s) recognised by NMBI and are currently paying an Annual Retention Fee (ARF) of €100

CCPS: Approx.1,090 a year.

**COMING OFF THE REGISTER**

Removal for non-payment of the ARF and do not subsequently restore in that year

(approx.1, 280 per year)

Voluntary removal

Cancelled due to FTP
Strategic Direction

Improving the way we do it

2017-2019 Strategic Priorities

- We will have strengthened our reputation with our registrants, the public, and our key stakeholders. We will rebuild trust through open and transparent communications.
- Our stakeholders 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.
Changing healthcare policy environment
Demographic change

PROJECTIONS FOR 2030 COMPARED TO 2015 LEVELS

PUBLIC HOSPITALS

- INPATIENT BED DAYS
  - Increase 32-37% up to 1.20m EXTRA

- DAY PATIENT CASES
  - Increase 22-29% up to 6.30m EXTRA

PRIVATE HOSPITALS

- INPATIENT BED DAYS
  - Increase 25-32% up to 0.20m EXTRA

- DAY PATIENT CASES
  - Increase 24-28% up to 0.13m EXTRA

Source: ESRI Projections.

PROJECTED POPULATION INCREASE

640,000 - 1.1m
FROM 2015-2030

POPULATION AGED 65+

- 2015 1 IN 8
- 2030 1 IN 6

Bord Altranais agus Cnáimhseachais na hÉireann
Nursing and Midwifery Board of Ireland
A changing Register of Nurses and Midwives

Breakdown by training location of first time registered nurses and midwives

<table>
<thead>
<tr>
<th>Training location</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ireland</td>
<td>1,389</td>
<td>1,321</td>
<td>1,391</td>
<td>1,342</td>
</tr>
<tr>
<td>EU excl. Ireland</td>
<td>517</td>
<td>1,034</td>
<td>1,748</td>
<td>1,018</td>
</tr>
<tr>
<td>Non-EU</td>
<td>343</td>
<td>1,040</td>
<td>1,545</td>
<td>1,443</td>
</tr>
<tr>
<td>Total Overall</td>
<td>2,249</td>
<td>3,395</td>
<td>4,684</td>
<td>3,803</td>
</tr>
</tbody>
</table>

Breakdown by training location of first time registered nurses and midwives

- **2015**: 2,249
- **2016**: 3,395
- **2017**: 4,684
- **2018**: 3,803

- **EU**: 1,018
- **Non-EU**: 1,443
- **Ireland**: 1,342
Changing face of nursing

- Core Role of Nurse Managers
- Weak Leadership = increased attrition
- Work Life Balance
- Opportunities to influence practice
- Feel stimulated, valued & challenged
- Senior Staff Role Models
Where are you going?

➢ I’m walking upstream to find out why they are falling in
Time to change the focus...

Prevention versus Punishment?
Intervention Pyramid

- Disciplinary Action
- Authority Intervention-Regulatory Board
- Tailored Health or Education Programmes-Employers, Regulator, Staff Organisations?
- Informal Intervention-Colleagues/Peers, Managers
- Education re: Professionalism-Employers, Regulator, Staff Organisations

Majority of Practitioners: no issues
Single Lapse
Apparent pattern
Pattern Persists

Adapted from work by Gerry Hickson, Vanderbilt University
What nursing means to me...

“When I think about all the patients and their loved ones that I have worked for over the years, I know most of them don’t remember me nor I them. But I do know that I gave a little piece of myself to each of them and they to me, and those threads make up the beautiful tapestry in my mind that is my career in nursing.” Donna Wilk Cardillo