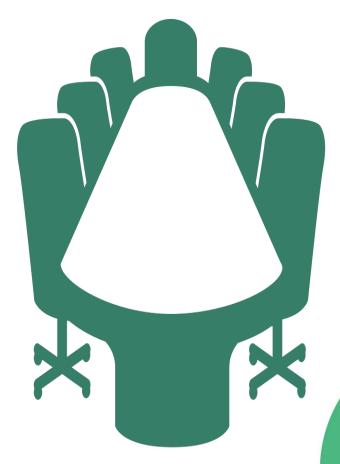


The Board of NMBI

- 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)

ONTO THE REGISTER 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.

Removal for non-payment of the ARF and do not subsequently restore in that year (approx.1, 280 per year)

Voluntary removal

COMING OFF THE RECISION

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



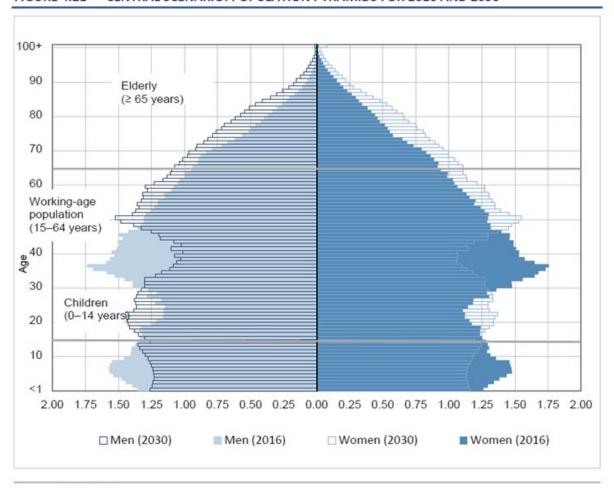




Sláintecare.

Demographic change

FIGURE 4.21 CENTRAL SCENARIO: POPULATION PYRAMIDS FOR 2016 AND 2030



Source: ESRI Projections.

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

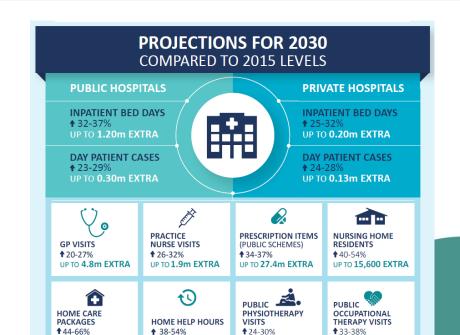


PROJECTED POPULATION INCREASE 640,000 - 1.1 m

POPULATION AGED 65+

UP TO 10,000 EXTRA

2015 1 IN 8 2030 1 IN 6



UP TO 0.23m EXTRA

UP TO 0.13m EXTRA

UP TO 7.7m EXTRA

A changing Register of Nurses and Midwives

Breakdown by training location of first time registered nurses and midwives

Training location	2015	2016	2017	2018
Ireland	1,389	1,321	1,391	1,342
EU excl. Ireland	517	1,034	1,748	1,018
Non-EU	343	1,040	1,545	1,443
Total Overall	2,249	3,395	4,684	3,803

Breakdown by training location of first time registered nurses and midwives

2015

2,249

2016

3,395

2017

4,684

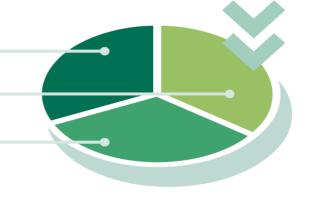
2018

3,803

■ EU: 1,018

Non-EU: 1,443

Ireland: 1,342

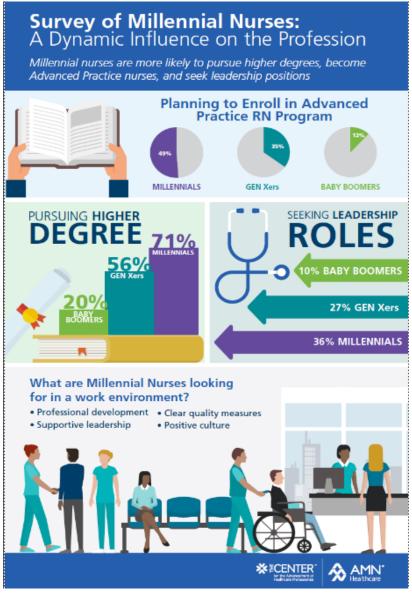


Changing face of nursing



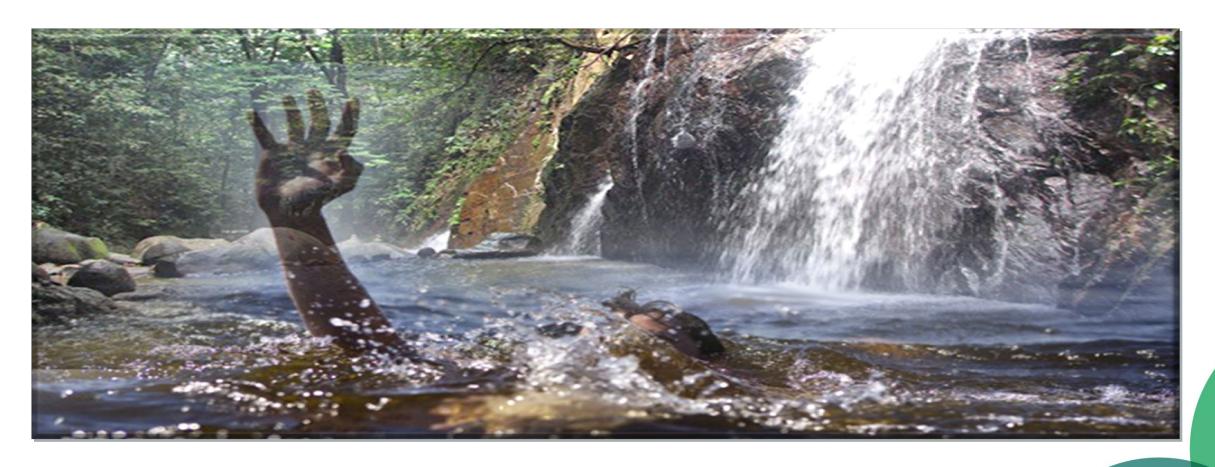






- Core Role of Nurse Managers
- Weak Leadership = increased attrition
- Work Life Balance
- Opportunities to influence practice
- Feel stimulated, valued
 & challenged
- Senior Staff Role Models

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

Adapted from work by Gerry Hickson, Vanderbilt University

Disciplinary Action

Pattern Persists

Authority Intervention-Regulatory Board

Apparent pattern

 Tailored Health or Education Programmes-Employers, Regulator, Staff Organisations?

Single Lapse

 Informal Intervention-Colleagues/Peers, Managers

Majority of Practitioners: no issues

 Education re: Professionalism-Employers, Regulator, Staff Organisations

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



