



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

STATEMENT OF STRATEGY UPDATE January 2018

Our Strategic Priorities

Who are we?

The Nursing and Midwifery Board of Ireland is the regulatory body for the professions of nursing and midwifery in Ireland. We perform our functions in the public interest under the Nurses Act 1985 and the Nurses and Midwives Act, 2011. We have a statutory obligation to protect the integrity of the practice of the professions of nursing and midwifery, and also to protect the public. We do this by maintaining a Register of Nurses and Midwives, and we promote high standards of professional education, training and practice, and professional conduct amongst nurses and midwives.

The purpose of this document:

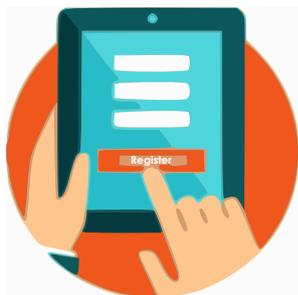
NMBI's current Strategy runs from January 2017 to December 2019. In our plan, we committed to regularly providing updates on our progress. This is the second in a series of regular updates. Our 3 year strategy is summarised in the diagram below and you can access a full copy [here](#).



Supporting registrants and protecting the public by establishing standards and requirements to practise nursing and midwifery in Ireland remain the core of what we do.

We provide some highlights from 2017 on these core activities below.

Registration



Active



65,203



67,559



70,953

Inactive

30,330

30,350

30,291



The NMBI are responsible for setting standards for Education Programmes and regularly approving and re-approving programmes.

Education Bodies Engaged with



≈ 15

Education Programmes being monitored



≈ 53

Placement locations subject to monitoring



≈ 400

Retention

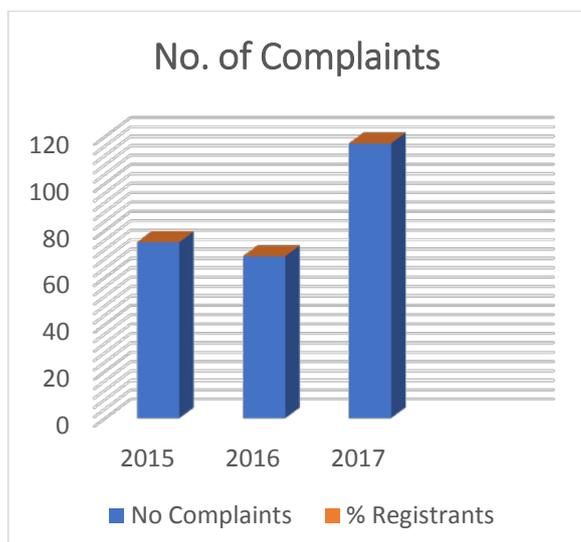
Details of our standards, guidance , our code of professional conduct and ethics are all available on our website.

In July 2017 work commenced on a project to define a Professional Competence Scheme for Nurses and Midwives. We will be conducting an extensive public consultation on the proposed scheme early in 2018.

Review

There are currently over 70,000 nurses and midwives on the NMBI Register. A very small number on the Register are the subject of a complaint each year, about 0.1% of all registrants.

127 complaints were received in 2017. Of these we would expect approximately 30-35% of these to progress to inquiry.



Should you wish to find out more, a guide to Fitness to Practise has recently been published and is accessible on our website or by clicking [here](#).

Restoration

Nurses and midwives who have previously been removed from the Register (e.g. for non-payment of fee or after a Fitness to Practise Inquiry) can apply to be restored to the register. In 2017 we processed [to be confirmed] restoration applications.

In addition to our core work, our 3-year strategy also set out a significant reform agenda. We committed to milestones to be achieved each year 2017-2019. A summary of our progress against our 2017 milestones is detailed below.

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

How we will improve it	Target	Progress to date				
	Key Milestones 2017	Complete	In Progress	Planned Start Date	On-going Activity	Comments
We will build trust through open and transparent communication	Publish Strategy	✓				
	Publish Strategy Consultation Report	✓				
	Publish Annual Report and Financial Statements					Awaiting C&AG approval on accounts prior to publication
	Publish Business Plan	✓				
	Publish Board Minutes	✓				Ongoing activity
	Director of Midwifery in Place	✓				
	Publish and Implement our Consultation Policy	✓				
	Conduct listening events with stakeholders	✓				Ongoing activity
	Public consultation on proposed Professional Competence Scheme				July, 2017	A project officer was appointed in June, key stakeholder meetings have commenced and a draft scheme will be shared in an extensive public consultation in 2018.
We will work in partnership with other health and social care agencies	Continue to participate & contribute to existing cross regulator networks and	✓				Ongoing activity.
	Facilitate cross regulator workshop on FTP to share good working practices	✓				Ongoing activity.

2. Our stakeholders will understand how we work and find us more consistent, efficient and effective to deal with.

How we will improve it	Target	Progress to date				
	Key Milestones 2017	Complete	In Progress	Planned Start Date	On-going Activity	Comments
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	On-going website content development				✓	
We will define and publish service standards for our service users	Customer Charter Published			Q3 2017		Not started. A Communications Manager was appointed in November 2017 (originally planned for Q1) and the Customer Charter will form part of the 2018 Communications Workplan.
We will publish clear, easy to understand, evidence based guidance documents for our registrants	Guide to FTP published	✓				
	Analyse internal data and external research and publish material for registrants addressing risk factors for poor practice				✓	
We will develop clear standards and requirements to inform nursing and midwifery education programmes that lead to registration	Guide to education programme approval published			Q3 2017		
	Guide to Registration published			Q3 2017		

3. 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.

How we will improve it	Target	Progress to date				
	Key Milestones 2017	Complete	In Progress	Planned Start Date	On-going Activity	Comments
We will invest in relevant technology to ensure that applications are in place to support the core functions of the Nursing and Midwifery Board of Ireland	IT Steering Committee in place				✓	
	Enhanced Education Database and File Management System in place		✓			Education system requirements have been scoped and will be delivered as part of the new registrant system (2019).
	Consolidate & streamline current data collection approach				✓	New excel based KPI Reporting Tool in place.
We will support staff so they have the knowledge, skills and competencies to do their jobs effectively and with confidence	Develop and begin implementation a 3 year workforce plan				✓	
	Define and implement induction plan for new staff , Board and Committee members				✓	
We will fundamentally redesign our processes and procedures to meet increased demand and user expectations and reduce cost to serve	Registration process mapped and standard operating procedure in place		✓			Ongoing activity. Registration processes and procedures streamlining was ongoing through 2018 with a number of changes implemented. Future requirements have been scoped and will be delivered as part of the new registrant system (2019).
We will reduce paper in our system	Education Programme approval process mapped and standard operating procedure in place		✓			New approach defined and team aligned. Education system requirements have been scoped and will be delivered as part of the new registrant system (2019).
	FTP process mapped and standard operating procedure in place	✓				Guide to FTP published

3. Continued

How we will improve it	Target	Progress to date				
	Key Milestones 2017	Complete	In Progress	Planned Start Date	On-going Activity	Comments
We will proactively review the structure of our organisation to allow for the effective and efficient delivery of our legislative remit	Begin Implementation of 3 year workforce plan	✓				
	Manage election to the Board		✓			Commenced. Elections to be held in Q3 2017.
We will enhance the ability of our service users to self-serve through digital channels	Online copy of registration certificates available.		✓			On-line certificates have been scoped and will be delivered as part of the new registrant system (2019).
	Phased payments available	✓				Phased payments delivered
We will fully comply with the Code of Practice for the Governance of State Bodies, 2016	Confirm compliance as part of annual report.				✓	To be confirmed in 2017 Annual report and each annual report thereafter.
	Monitor and Manage Risk Register				✓	
We will have defined a sustainable funding model and be operating within it	Complete financial strategy review & identify 3 year roadmap				✓	Ongoing activity. Twice yearly checkpoint against plan.

In summary, we are progressing well against our strategic objectives and the milestones we put in place for 2017. We recognise however that we are on a three-year journey. Continuing to build trust, ensuring our role is understood, becoming more efficient and effective to deal with, and having an organisation that is appropriately equipped will not be achieved overnight. We remain committed to our strategic objectives and delivery of them. Our next update will be provided in mid 2018.