



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

STATEMENT OF STRATEGY UPDATE June 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:

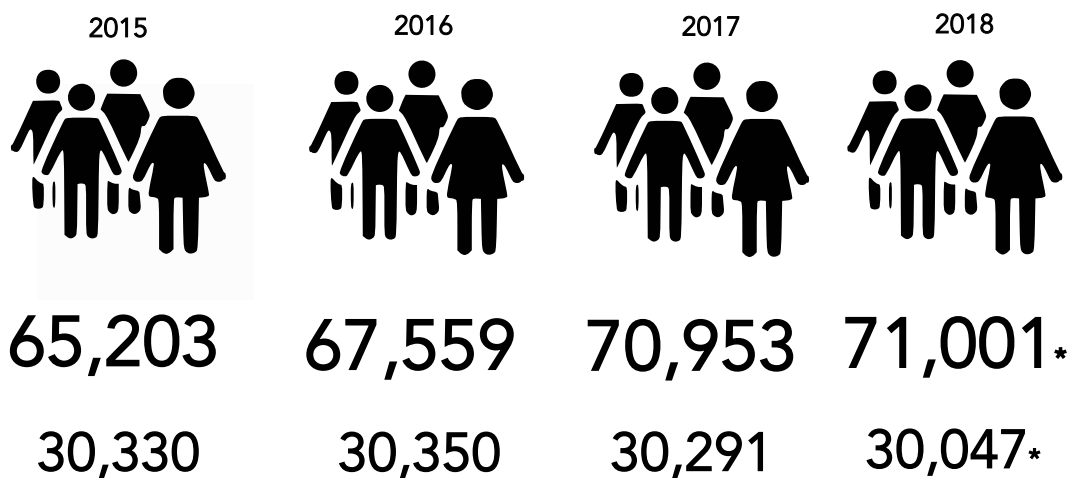
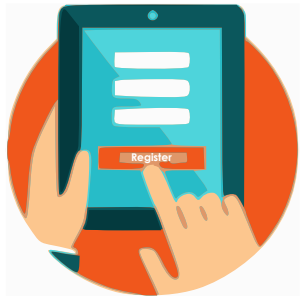
NMBI's current Strategy runs from January 2017 to December 2019. In our plan, we committed to regularly providing updates on our progress. This is the second in a series of regular updates. Our 3 year strategy is summarised in the diagram below and you can access a full copy [here](#).



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 2018 to date on these core activities below.

Registration

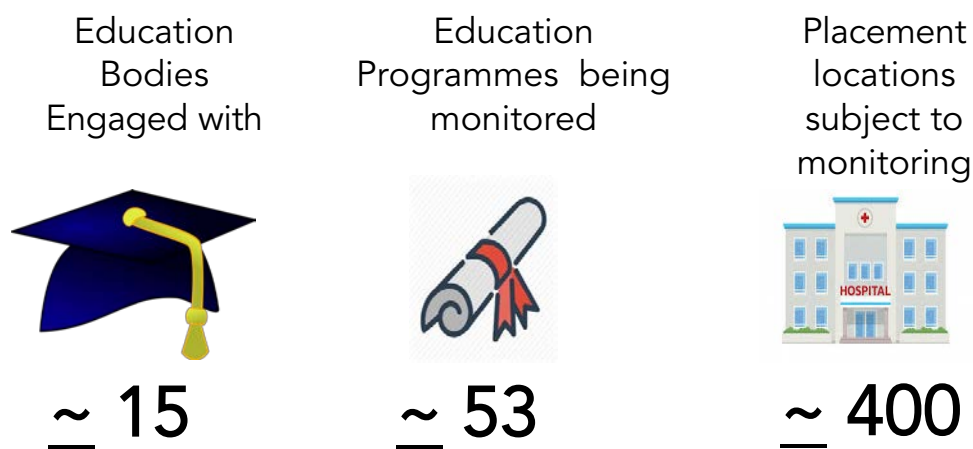


*as at 30/06/2018

As a Regulator we must continually monitor the environment in which we operate and examine factors which are likely to influence patient safety and therefore our programme of work. 2018 has seen a number of developments in relation to how we Register nurses and midwives.

- A new suite of Registration Rules came into effect on June 25th following consultation. You can read more about them here: <https://www.nmbi.ie/News/News/New-Nursing-and-Midwifery-Rules-Enacted>
- A revised policy on English language competence came into effect on April 2nd. We also extended the English language competence testing tools accepted by NMBI in this context. You can read more about this here : <https://www.nmbi.ie/Registration/Trained-outside-Ireland/English-Language-Requirements>.
- A new policy on Post Qualification Experience was introduced in February. Non EU applicants to NMBI seeking to have their qualification recognised may now submit details of their post qualification experience as part of their application. <https://www.nmbi.ie/News/News/Change-in-NMBI-Registration-Process-for-Non-EU-app>
- We also launched new Standards and Requirements for Advanced Midwifery Practice and Advanced Nursing Practice. These standards define how registrants can join the advanced practice divisions of the NMBI register. Our new Registrant Rules mean that NMBI are now looking solely at an applicant and their competency to practice as an advanced practitioner in their area of speciality. ANP and AMP candidates no longer have to have a post set up and agreed before joining the register. You can find out more here: <https://www.nmbi.ie/Registration/Advanced-Practice>

The NMBI are responsible for setting standards for Education Programmes and regularly approving and re-approving programmes that lead to Registration with the NMBI.



Again, as the Regulator we must continually monitor the education environment in which we operate and examine factors which are likely to influence patient safety and therefore our programme of work. A number of changes have been delivered to date this year:

- In 2016, following extensive consultation, NMBI published updated Education Standards and Requirements to support nursing and midwifery care <https://www.nmbi.ie/Education/Standards-and-Requirements>

The standards and requirements define what content, theory and practice make up a programme of education which can lead to registration with NMBI.

- In 2018 we have assessed all pre-registration nursing and midwifery programmes against these standards (>50).

A National Student Midwife Competency Assessment Tool has been developed which covers each year of the four year programmes leading to registration. This tool was developed with valuable input from the HEI's providing Midwifery programmes of education leading to midwifery registration.

A National Student Nurse Competency Tool has also been developed for all four divisions of nursing (General, Children's, Psychiatric and Intellectual Disability) for year one of the four year programmes leading to registration. The tool will be extended within the next year to cover Year 2, 3 & 4.

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

Retention

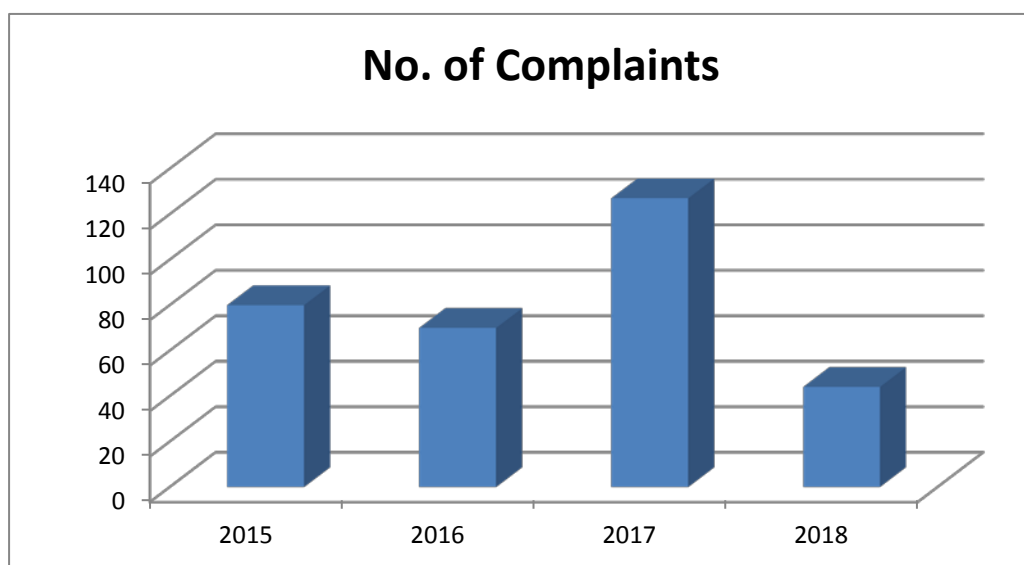
In July 2017 work commenced on a project to define a “Managing the Maintenance of Professional Competence Scheme” for Nurses and Midwives.

Monitoring the maintenance of professional competence will assure the public and the profession that registrants continue to learn and develop throughout their career to keep their skills and knowledge up to date thus supporting their ability to practise safely and effectively. We will be conducting an extensive public consultation on the proposed scheme 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.

So far in 2018, the number of complaints that have been received are on a par with 2015 and 2016 and lower than this time in 2017 which was 90% up on 2016. Of these we would expect approximately 35-40% 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) can apply to be restored to the register. So far in 2018 we have processed 581 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 2018 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 2018	Complete	In Progress	Planned Start Date	On-going Activity	Comments
We will build trust through open and transparent communication	Publish Annual Report (2017)					Drafted, awaiting C&AG approval of accounts prior to publication. On track for target publication in Q4 2018
	Publish Business Plan	✓				
	Publish Board Minutes	✓			✓	
	Conduct Listening events with Stakeholders	✓			✓	
	Implement Professional Competence Scheme (Monitoring the Maintenance of Professional Competence)				✓	A project officer was appointed in June 2017, key stakeholder meetings have commenced and a draft scheme will be shared in an extensive public consultation later in 2018.
We will work in partnership with other health and social care agencies	Continue to participate & contribute to existing cross regulator networks and events	✓			✓	Ongoing activity.
	Facilitate cross regulator workshop on FTP to share good working practices	✓			✓	

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 2018	Complete	In Progress	Planned Start Date	On-going Activity	Comments
We will publish clear, easy to understand information about our role and what we do	Ongoing website content development	✓			✓	
We will explain clearly how people can contact us and how our processes and services work	Ongoing website content development	✓			✓	
We will publish clear, easy to understand, evidence based guidance documents for our registrants	Ongoing website content development	✓			✓	
We will develop clear standards and requirements to inform nursing and midwifery education programmes that lead to registration	Continue to publish standards in clear, easy to understand language	✓			✓	
	Analyse internal data and external research and publish material for registrants addressing risk factors for poor practice	✓			✓	

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 2018	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	Enhanced Registration System in place	Commenced				Education & Registration system requirements have been scoped and will be delivered as part of the new registrant system (2019). FTP requirements have also been documented with a view to a tender for a case management system being issued in the second half of this year.
	Consolidate & streamline current data collection approach	✓			✓	Ongoing activity. 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	Implement against 3 year workforce plan	✓			✓	
We will fundamentally redesign our processes and procedures to meet increased demand and user expectations and reduce cost to serve	Professional Competence Scheme process mapped and standard operating procedure in place.	Commenced				Registration, Education & FTP 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) and FTP Case Management system (2018 / 2019).
We will proactively review the structure of our organisation to allow for the effective and efficient delivery of our legislative remit	Implement against 3 year workforce plan	✓			✓	

3. Continued						
How we will improve it	Target	Progress to date				
	Key Milestones 2018	Complete	In Progress	Planned Start Date	On-going Activity	Comments
We will enhance the ability of our service users to self-serve through digital channels	Registrant online account in place - Login - Transact (online payments and applications) - Status updates Deliver online application process					These have been scoped and will be delivered as part of the new registrant system (2019).
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	✓			✓	Ongoing activity
We will have defined a sustainable funding model and be operating within it	Implement against financial plan.	✓			✓	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 2018. We recognise however that we are on a three-year journey. Continuing to maintain 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 early in 2019.