



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

STATEMENT OF STRATEGY 2017 - 2019

Progress Update, July 2017.

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 first of those regular updates. Our strategy is summarised in the diagram below and you can access a full copy on our website. (<https://www.nmbi.ie/What-We-Do/Our-Role/Statement-of-Strategy>)



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 the first half of 2017 on these core activities below.

Registration

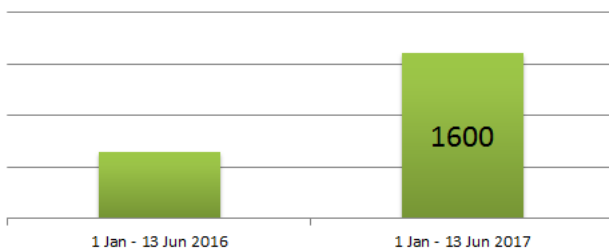
2017

Over **1,600** overseas nurses and midwives have been registered to enter the Irish health system by NMBI already this year (13/06/2017), more than two and a half times the figure for the same date in 2016. The number of total registrations so far this year has also more than doubled relative to this point in 2016, with over **1800** in total registered by NMBI.

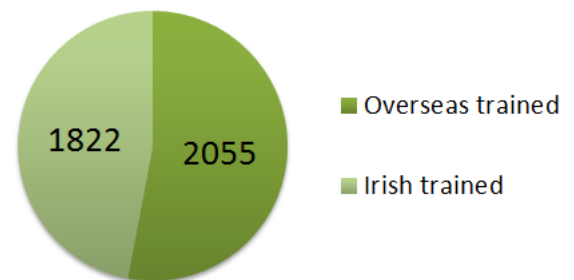
2016

3877 nurses and midwives in total were registered to enter the Irish health system in 2016, the largest figure in five years. **2055** of these were overseas registrations, a 98% increase on 2015, with **1822** Irish-trained applicants granted registration which is also the largest figure in this regard for five years.

Number of Overseas Nurses Registered to enter the Irish health care system



2016 Largest Numbers Registered in 5 years



The NMBI are responsible for setting standards for education programmes and regularly approving and re-approving programmes. These year five programmes will be assessed for approval or re-approval. We are progressing to schedule with these activities.

Retention

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

During 2017 we plan to conduct a public consultation on a Professional Competence Scheme. A resource is due to commence this work in July 2017.

Review

There are currently 67,974 nurses and midwives on the NMBI Register (as at 29th June, 2017). In addition there are 30,734 on the Inactive* Register.

NMBI typically receives less than 100 complaints each year meaning that a very small number on the Register are the subject of a complaint, approximately 0.1%. Only 30-35% of those complaints progress to inquiry. So far this year 64 complaints about registrants have been received (as at the 14th June, 2017)

A new guide to Fitness to Practise has been published and is accessible on our website (<https://www.nmbi.ie/NMBI/media/NMBI/A-Guide-to-FTP-NMBI-2017.pdf>).

* Individuals on the Register who are inactive are nurses or midwives who for a number of reasons are no longer practising. They have not paid the Annual Retention Fee, one of the conditions which is necessary to maintain active registration and to practise as a nurse or midwife in Ireland under the Nurses and Midwives Act 2011.

Restoration

Nurses and midwives who have previously been removed from the Register can apply to be restored. There are usually two key reasons for removal; non-payment of a fee or after a Fitness to Practice Inquiry.

Non-payment of fees

So far in 2017 2,257 registrants were removed from the register for non-payment of fees. A total of 1176 (52%) have been restored.

After a Fitness to Practice Inquiry

There have been no applications made so far this year for restoration to the register after a Fitness to Practice Inquiry.

Improving the way we do things

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 overleaf.

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					Annual Report drafted, awaiting signoff of Financial Statements by C&AG
	Publish Business Plan	✓				
	Publish Board Minutes				✓	Ongoing activity
	Director of Midwifery in Place	✓				
	Publish and Implement our Consultation Policy				Q3 2017	
	Conduct listening events with stakeholders					✓ Ongoing activity
	Public consultation on proposed Professional Competence Scheme				July, 2017	Project Lead due to start in July, 2017.
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					To be scheduled.

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					https://www.nmbi.ie/What-We-Do/Governance/Policies/Customer-Service-Charter
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				✓	https://www.nmbi.ie/Education/Standards-and-Requirements/Advanced-Practice-(Nursing)-Standards-and-Requirem
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			Not yet scheduled		Not yet started
	Consolidate & streamline current data collection approach				✓	New 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				✓	On-going activity in collaboration with the Department of Health
	Define and implement induction plan for new staff , Board and Committee members			Q4 2017		
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			July 2017		In progress
We will reduce paper in our system	Education Programme approval process mapped and standard operating procedure in place					Scheduled to commence in July
	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.		✓			Currently scoping on-line certificates.
	Phased payments available	✓				
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 to plan against our strategic objectives and the milestones we put in place for 2017. We recognise however that we are on a three-year journey.

Rebuilding 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 towards the end of 2017.