

Fitness to Practise

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

Why have a Fitness to Practise process?

- **Protect the public**
- **Uphold professional standards**
- **Uphold public confidence in the profession**

An essential component of Professional Regulation



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Steps of the FTP Process: Nurses and Midwives Act 2011

- **STEP 1. Complaint → Preliminary Proceedings Committee (Screening)**
- **STEP 2. Complaint closed or referred to FTP Inquiry**
- **STEP 3. FTP Inquiry Report considered by Board**
- **STEP 4. High Court confirmation of sanction.**



Suspension from the Register

- **Emergency procedure under section 58 of the 2011 Act**
- **Board can apply to the High Court to suspend a nurse from the Register**
- **Basis: To protect the public – if allegations are true, there is an immediate risk to the public.**



Criminal Convictions

- **If conviction for a serious offence (“triable on indictment”) – Board can decide to cancel registration or refer to PPC.**
- **Conviction for offence not triable on indictment – may be the subject of a complaint or no further action taken.**



Complaints – who and what?

- **Significant increase in number of complaints – up 90% from 2016 → 2017. Increase maintained.**
- **Majority of complaints now from the public – clinical practice issues, especially poor communication.**
- **Complaints from employers – inappropriate or dishonest behaviour. Many linked to health issues.**



Changes to the 2011 Act

- **Changes currently going through the legislative process**
- **Will make the process somewhat simpler**
- **Process still complex – union or legal representation very important**



QUESTIONS?

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