

7 November 2023

Review of the regulation of Advanced Practice

NMC Advanced Practice review team



Housekeeping

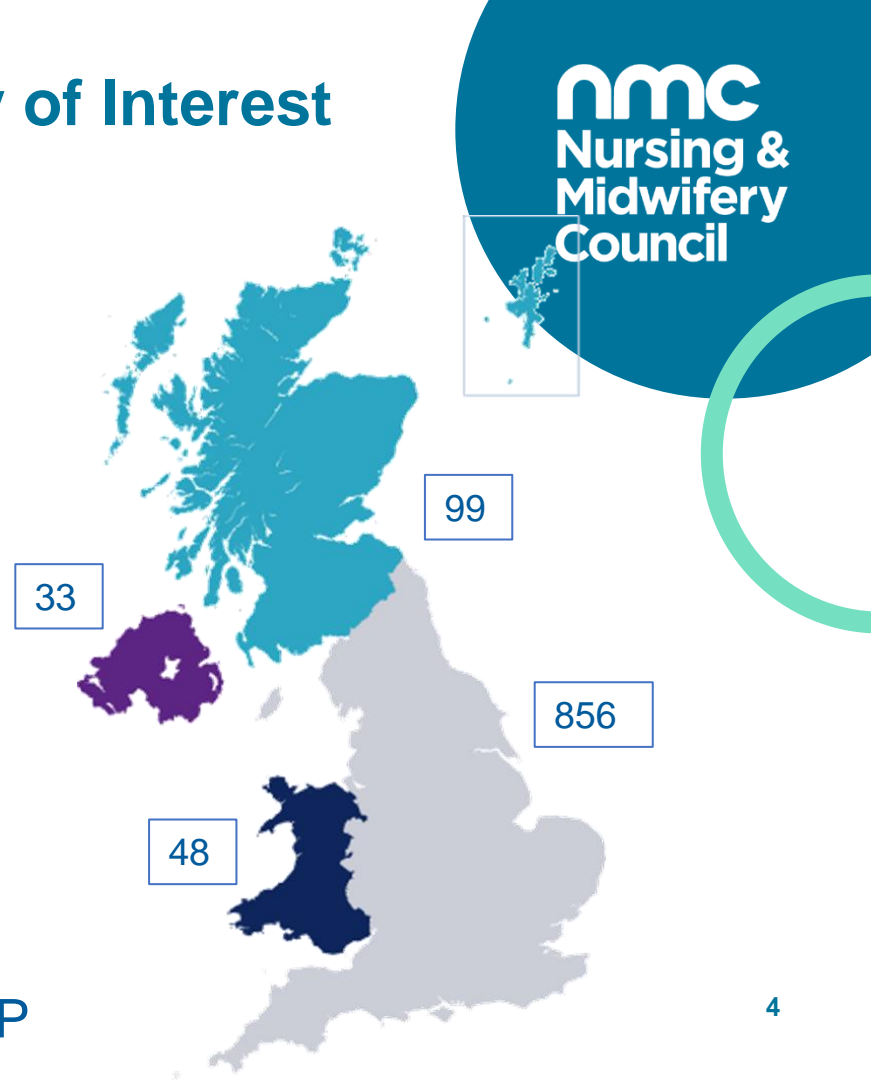
- Due to the numbers of attendees, everyone except the presenters are automatically muted
- Please feel free to use the chat box for any questions
- We will try to answer as many questions as we can - everything is being noted for consideration
- After the presentation, we'll share a link for you to answer some key questions for us – this is really important for shaping our work
- We will be recording this session to help transcribe and develop themes. The recordings will be uploaded to the website after the session
- Attendees can switch on live captions for accessibility
- Further questions and comments can be emailed to advancedpractice@nmc-uk.org

Agenda

- Background and context of this programme of work
- NMC regulatory remit
- Advanced Practice – what it is and current thinking
- Programme of work and progress
 - Working principles and approach
 - Potential options
 - Key lines of enquiry
 - Timelines
- The community of interest
- How you can get involved

Advanced Practice Community of Interest

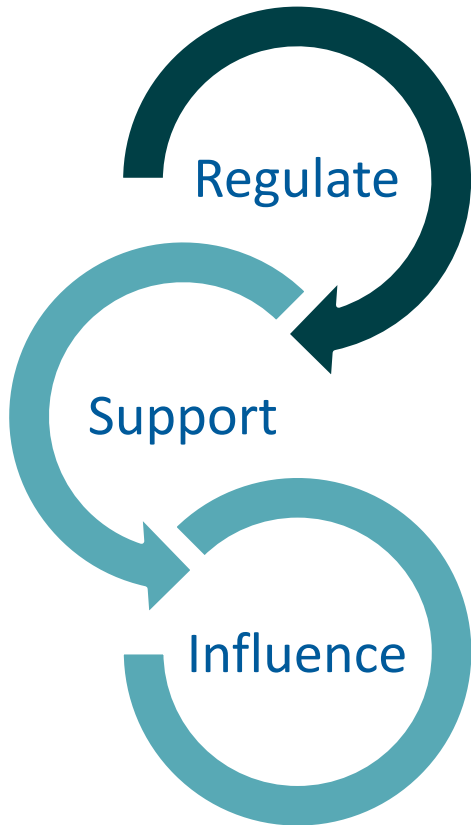
- 1061 people have joined
- Where working:
 - NHS 718
 - Other 343
- Professional role
 - 121 educators
 - 48 midwife/dual reg
 - 118 AP students
 - 621 describe themselves as an AP



About us

- Established under the **Nursing and Midwifery Order “The Order”** in April 2001
- **The Order** sets out our primary function to protect the public, our organisational structure, functions and activities, and our rights, obligations and powers and that of our registrants
- The NMC:
 - We set standards of **education and training, performance and conduct and investigate** when these standards are at risk of/not being met
 - We ensure that nurses, midwives and nursing associates **continue to meet our standards** throughout their careers and provide safe, kind and effective care
 - We maintain a register of over **788,638** professionals
 - We **quality assure** education and training programmes
 - We have **transparent processes** for investigating where individuals and approved learning environments are at risk/fall short of our standards
- **We don't regulate health care settings of the services they deliver, regulate support workers, represent or campaign on behalf of our registrants, set safe staffing levels**

Our regulatory role



Regulate

Set standards, quality assure education programmes
maintain a register, investigate concerns

Support

Resources and guidance to deliver our standards
and address challenges

Influence

Share intelligence to support workforce development
and support sector-wide decision making

Background

- Our 2020-2025 Strategy commits us to undertaking a comprehensive review of Advanced Nursing Practice including consideration of whether additional regulation is needed
- The publication of our new post-registration standards in July 2022 describes these standards as a bridge to the work we will do on Advanced Practice (AP)
- Our 2022-23 Corporate plan includes a discovery phase where we would commission independent research. We extended this phase to include AP in midwifery and published the Nuffield Trust report in May 2023
- In May 2023 Council agreed to the recruitment of additional resource including the chair of the independent steering group, and to additional key lines of enquiry and development of options we will take to Council in March 2024

Context

- In order to fulfil our regulatory responsibility of protecting the public, all nurses and midwives practising in the UK are required to be on our register, which includes professionals in AP roles
- The Nuffield Trust identified four country variation across the UK- even with country specific AP frameworks and approaches in place

What do you think were some of the risks highlighted in the report?

Key risks highlighted in the report

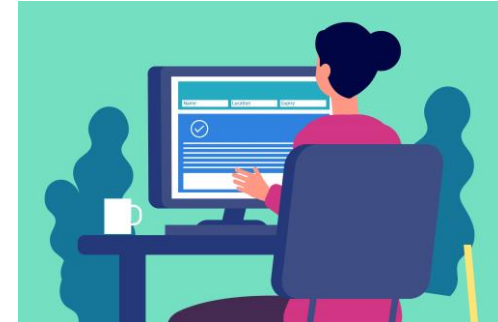
- Protection of the public – latent risk associated with key activity – i.e. diagnosis and intervention
- Lack of clarity of scope of practice
- Limited understanding of the role by the public
- Variation in educational preparation and requirements
- Variation in employer requirements and approaches
- Variation of role and practice across sectors within health and care
- Impact on those who use services, employers and professionals

What do we mean by Advanced Practice?

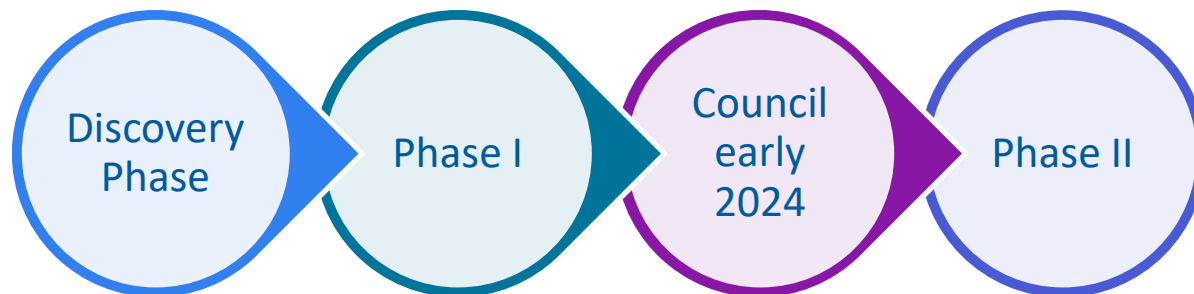


Advanced Practice

- A number of definitions of advanced practice, across countries of the internationally and across professions
- **NMC is UK wide and so 4 nations Nursing and Midwifery review is imperative.**



Our review



Focus on co-production and working together across the sector – collaborative discussion, consensus building and resolution
Pursue opportunities and commitment for joint regulatory activity

Nine key lines of enquiry (KLOE) group outputs will result in development of recommendations and options to be presented to Council

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Ensuring people are at the heart of this review

- Established a Public advisory group consisting of members of the public, charity and advocacy groups
- Engagement with NMC's Public Voice Forum
- Four country engagement by nursing and midwifery advisers with stakeholders including the public
- Wider stakeholder engagement to hear from diverse individuals



Working principles

- Recognition of the need to engage as wide a range of views as possible
- Any regulatory options that we develop for Advanced Practice will:

Promote public protection and enhance public confidence

Based on NMC strategy 2020-2025

Uphold NMC values 'fair, kind, ambitious' and a person-centred approach

Co-produced with diversity of stakeholders

Suitable for nurses and midwives on register and apply across four countries of UK

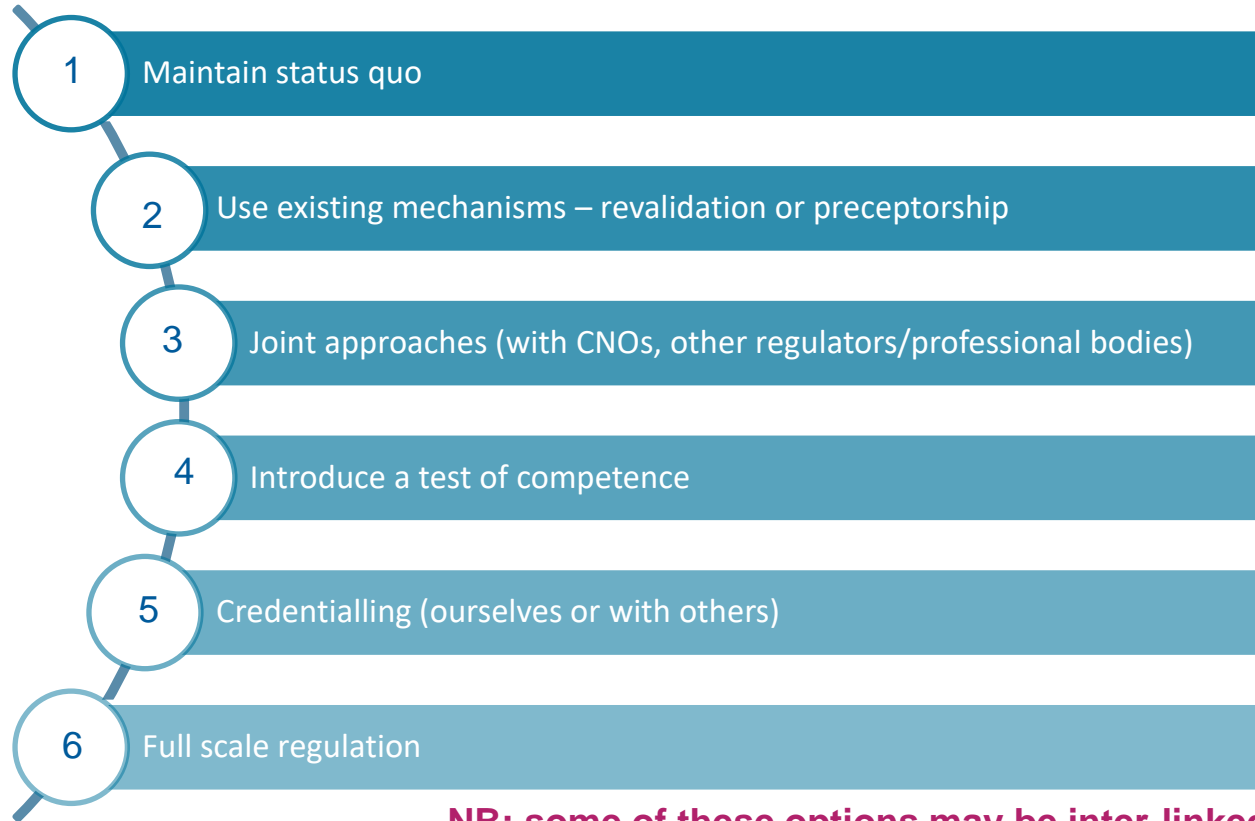
Align with principles of 'right touch' regulation

Reflect robust, contemporaneous evidence

Ambitious and future-proofed

Embed equity, diversity and inclusion

Potential regulatory options

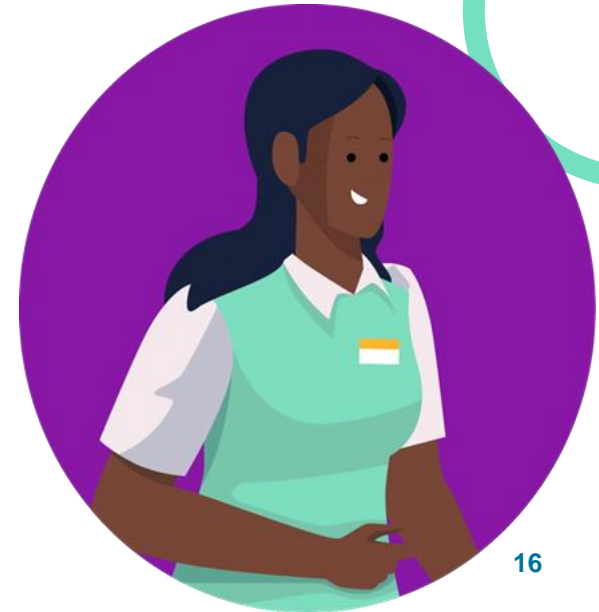


NB: some of these options may be inter-linked

Poll question 1

Which **regulatory option** would give you assurance on the competency of the professional working as an Advanced practitioner?

1. Credentialing
2. A principles-based approach
3. Revalidation linked approach
4. Test of competence
5. Setting standards in AP and quality assuring programmes
6. None of the above (please explain why)



Key Lines of Enquiry



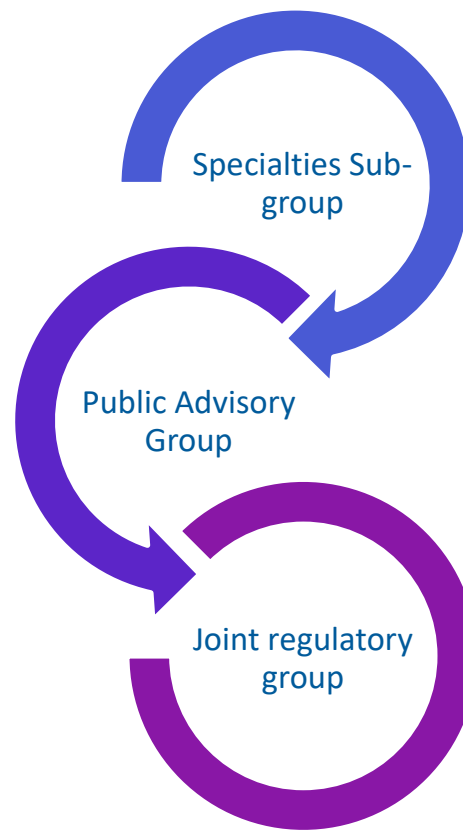
Each KLOE will have a defined scope and outputs and each working group will scrutinise evidence, develop direction, identify gaps and pose questions for wider scrutiny and to test assumptions

Key Lines of Enquiry (KLOEs)

1. Comparative analysis of current AP frameworks across the four countries of the UK and potential for developing a unified UK wide AP framework
2. Examine and compare AP models in other countries and identify elements that could be adapted to UK context
3. Scope and level of practice considerations (regulating generalist versus specialist AP)
4. Task shifting and balancing with person-centred care principles

Key Lines of Enquiry (KLOEs)

5. Supervision, assessment and CPD
6. Comparative analysis of approach by other professional regulators
7. Economic cost/benefit analysis to support findings and recommendations
8. Review risks and benefits associated with AP overall, particularly from a public protections point of view, as well as risks and benefits of potential options for regulating AP
9. Consideration of implications of regulation of AP for internationally trained nurses and midwives



Feedback question 2

Are there any specific groups or networks that we should be engaging with to shape this work?

Please share in the chat box



Timelines

- Updated Council 27 September 2023
- Key lines of enquiry and engagement work throughout November and December
- Challenge sessions
- Oversight from Project Board and Independent Steering Group
- Assimilation/drafting options January/ February 2024
- Communications throughout including communities of interest group
- **Options paper to Council 31 March 2024**
- Phase II from April 2024

How you can get involved.....

- Through various engagement opportunities
 - Specialties roundtable
 - Engagement in four countries with nursing and midwifery adviser workshops
 - Researcher, learner and employer roundtables
 - Sharing our work within your networks
- Visit our website: [Advanced practice review](https://www.nmc.org.uk/about-us/our-role/advanced-practice-review/) - <https://www.nmc.org.uk/about-us/our-role/advanced-practice-review/>
- Email us : AdvancedPractice@nmc-uk.org



We want to hear from you

Postcard survey

1. Please give three reasons to indicate how additional regulation of advanced practice nursing and midwifery would benefit the public and people who receive care?
2. What risks to the public, to professionals in AP roles, to employers and/or to others would additional regulation of advanced practice mitigate? (Please list all risk mitigations that you identify)
3. Which factors should we account for when considering the need for additional regulation of advanced practice? (Please list all factors that you identify)
4. Thinking about health equity and the need to address health inequalities, in what ways could additional regulation of nurses and midwives in advanced practice benefit the public and people who use health and care services?

Feedback question 3

Please share in the chat box anything we didn't cover today but you had expected to hear about

Thank you

advancedpractice@nmc-uk.org
