



Nursing and Midwifery Council

A report about what we did in 2018 to 2019



EasyRead version of:
Annual review 2018 – 2019

About this report

NMC Nursing & Midwifery Council



The Nursing and Midwifery Council wrote this report.



We help make sure people using services and patients get good, safe care.



We are writing our plan for 2020 to 2025.



The new plan will help us keep making things better.



We are working on the plan with:

- people who use health and care services



- nurses, **midwives** and **nursing associates**



- other health and care organisations.



This report says what we did last year and how we will make care better and safer.

What the words mean	
Safe	Without the risk of harm or injury to the patient.
Plan to succeed	Doing what is planned to do to get the best results.
Teamwork	Working together to get the best results for the patient, the staff and the organisation.
Midwives	People who care for women and babies before, during and after birth.
Nursing associates	People who help nurses and doctors to care for patients.
Register	A list of people who have been given a licence to work in a profession.
Regulate	Make sure that people do what is needed to keep things safe.
Standards	Rules that tell us what we should do to make sure things are done safely and well.
Share and	Let other people know what we are doing so they can help us to improve.

Some words are in **bold**. There is a list of what they mean at the end of this report.

What we do



The Nursing and Midwifery Council **regulates** nurses and **midwives** in the UK and **nursing associates** in England.



We do this by:

- saying what they must learn



- putting them on our **register** when they finish training for their job



- make sure people on the **register** keep to our **Code**. The **Code** says how they must behave and give safe care



- we support nurses, **midwives** and nursing associates to keep learning while they work



- we think professionals should learn from their mistakes but we look into things if people get poor or unsafe care



- we act if someone on our register does not keep to the **Code**. This can include taking their name off our **register** which means they cannot work in the UK.



What we did last year

In March 2019 there were nearly 700 thousand nurses, **midwives** and **nursing associates**.



There were over 100 places we said were good enough for people to train as nurses, **midwives** or **nursing associates**.



Fitness to practise

This means someone gives good, safe care and can work as a nurse, **midwife** or **nursing associate**.



People tell us if they are worried about something a nurse, **midwife** or **nursing associate** does. This happened over 5 thousand times last year. This was less than the year before.



We looked into nearly 2 thousand cases.



162 people were taken off our **register** completely.

Checking what we do



The Professional Standards Authority checks organisations that **regulate** health in the UK and social care in England.

It is independent and not part of these organisations.



In April 2019 it wrote a report to tell the government what we did last year. We did well in most things they check. But we could do better in dealing with some things in **fitness to practise**.

Some things we are proud of from last year



1. Nursing associates

This is a new role. **Nursing associates** are trained to work with nurses to support and care for people using services and patients.



Last year was the first time we had them on our **register**.

2. Our register



We made it easier for people from outside Europe who have the right skills to join our **register**.



People think **revalidation** is important.



Nurses, **midwives** and **nursing associates** must do this every 3 years to stay on our **register** and show they still give good, safe care.



3. Looking at fitness to practise

We looked at how we could support nurses, **midwives** and **nursing associates** to be honest when things go wrong and learn from their mistakes.



4. Our new public support service

This new service supports service users, patients and families who want to complain about nurses, **midwives** or **nursing associates**.

We have:



- worked with patients, families, employers and other organisations to plan this service



- trained our teams to recognise when someone needs extra support



- put better information on our website



- offered to meet people who ask us to look into things



- set up an independent support line for people who are worried or upset.



The first person to use the service felt it was helpful.



5. Making our standards better

Our **standards** say what nurses, **midwives** and **nursing associates** must learn to give good, safe care.



In 2018, we brought in new **standards** for nurses. We also asked people what should be in new **standards** for **midwives**.



We changed the way we check different types of training and now think more about what people get out of it.



Service users, patients, families and carers are now involved in checking colleges and universities to see how they work with them.



6. People and IT

We can only do a good job if we support the people who work for us.



We are training our managers and leaders to be better.



We are also looking at rules and plans about working for us and how much we pay different people.



Our computers and **IT systems** were old and we are working on these to make them better for:



- people who work for us



- people on our **register**



- the public



- other organisations.



Our money

Last year it cost just over £81 million for us to do our work.



Nearly half of that money was spent on looking into worries about some nurses, **midwives** and **nursing associates**.



It cost us over £6 million to look after the **register** and keep it up to date.



We spent over £2 million on making our **standards** better.

And on helping people to learn about the **standards**.

What the words mean

Code

A set of rules that people in a job or organisation must keep to.

Fitness to practise

Doing your job properly, giving good, safe care.

IT system

Information technology (IT) means equipment like telephones, computers, storage and ways to use them to share information.

Midwives

People who are trained to give women support, care and advice during pregnancy, labour and after the baby is born.

Nursing associates

This is a new role in England. Nursing associates are trained to work with nurses to support and care for patients.

Register

A list of people who have the right training and meet the rules. For example, people who can give good, safe care.

Regulate

Make sure people keep to rules and do things safely.

Revalidation

Nurses, midwives and nursing associates have to prove every 3 years they still give good, safe care and can stay on our register.

Standard

A list we use to judge how good something is or say how good it should be.

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