

We are now consulting on a possible increase to our registration fee of £20. This would increase the fee to £120 per annum.

We fully appreciate that the possibility of a fee increase comes at a bad time for nurses and midwives. However, it is in the interests of nurses and midwives that we have the resources needed to take swift and fair action against those who fall short of the high standards expected of the professions.

The fee is our principal source of income and without sufficient funds we wouldn't be able to adequately protect the public. The Council will make its decision on the registration fee at their meeting on 1 October 2014.

This document explains how, why and where we spend the registration fee.

## NMC facts

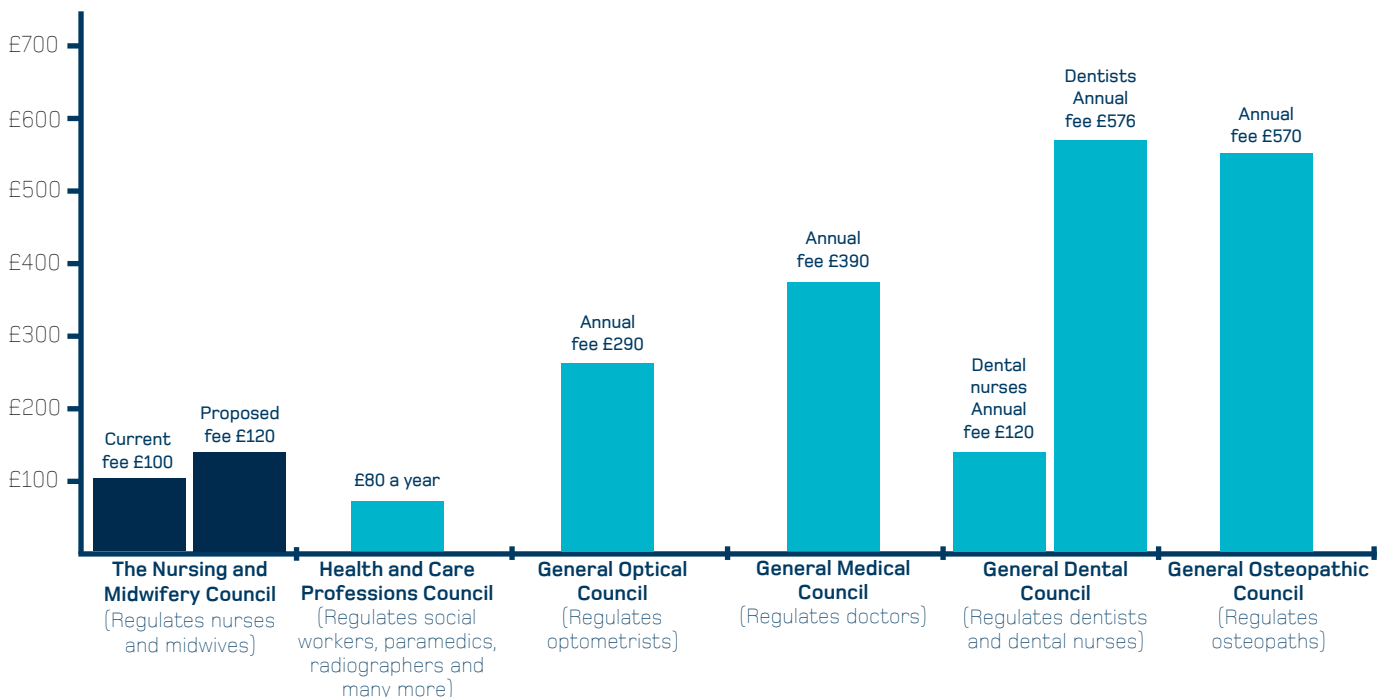
### Fact 1

**All registered healthcare professionals pay a registration fee**  
**The fee for Nurses and midwives is comparable to other healthcare professionals**

There are 36 types of healthcare professionals who are regulated by various bodies. These include doctors, nurses, midwives, dentists, dental nurses, osteopaths, chiropractors, pharmacists, paramedics, occupational therapists and many more.

Nurses and midwives are not alone in having to pay a fee for registration. All other regulated healthcare professionals must pay an annual registration fee in order to work.

The registration fee of other healthcare profession regulators can be found below\*.



\*For a more detailed breakdown see Annexe one.

## Fact 2

### Our accommodation costs are a small percentage of our annual budget

We spend on average three percent of our budget on accommodation costs.

The rent of our headquarters at 23 Portland Place is **£250 per year**. We would not be able to get a building of this size for £250 per year anywhere else in the country.

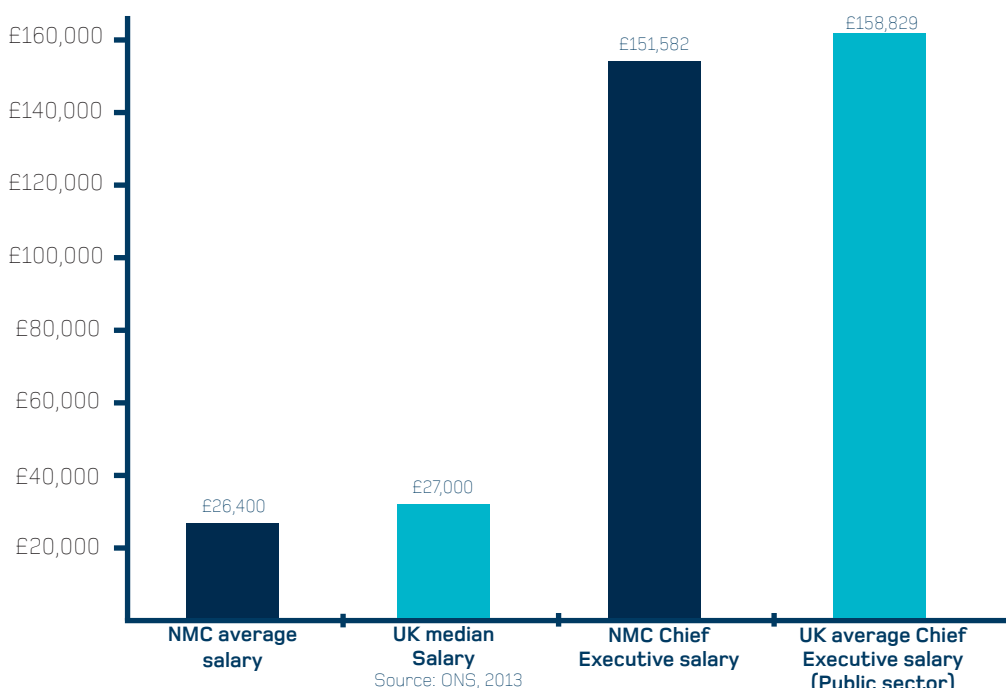
## Fact 3

### Our staff are not all earning huge salaries

The median pay for NMC staff during 2012–2013 was £26,400. We spend **32 percent** of our annual budget on staff salaries.

The highest paid individual at the NMC is the Chief Executive and Registrar, Jackie Smith. During 2012–2013 she was paid £151,582. Her pay and pension benefits are decided by the NMC remuneration committee (formed of current NMC Council members).

UK average salary against the NMC



Source: Chartered Management Institute, 2013

## Fact 4

### We have made significant improvements since the last fee rise

Since the registration fee was increased in February 2013 we have been able to make significant progress in all areas we committed to.

- We cleared our historic caseload in September 2013, a year earlier than we committed to.
- We are on track to meet our six-month adjudication key performance indicator by December 2014.
- We have started an IT upgrade programme and made significant investment in our IT.
- We are on track to meet our reserves target.
- We have started an initial pilot for online registration services.

## Fact 5

### We are accountable

We are accountable, through the Privy Council, to Parliament and members of the public. As part of this we attend a yearly accountability hearing with the Health Select Committee. The latest accountability report into the NMC can be found [here](#).

Along with all of the other healthcare profession regulators, we are also regulated by the Professional Standards Authority (PSA). The PSA review our work annually and their most recent report can be found [here](#).

## Fact 6

### We publish audited accounts annually

Under the terms of our legislation, we must publish our annual report and accounts annually and these are laid before Parliament. The annual report and accounts show where and how we spend the annual registration fee paid by nurses and midwives. Our accounts for 2012–2013 can be found [here](#).

## Fact 7

### What you get for your fee

Your registration fee enables you to practise as registered nurse or midwife. If you are not registered with us, you cannot practise as a registered nurse or midwife. All regulated healthcare professionals pay a registration fee.

We no longer produce pin cards. Our Council decided to discontinue them as part of our cost savings. This has **saved us £105,000 per year**. The removal of Pin cards also helps us to protect the public as a Pin card is only proof of active registration on the day it was issued.

## Fact 8

### What we do for nurses and midwives

Our core function is to protect the public. We do this by:

- Setting standards of education, training, conduct and performance so that nurses and midwives can deliver high quality healthcare throughout their careers.
- Ensuring that nurses and midwives keep their skills and knowledge up to date and uphold our professional standards.
- Having clear and transparent processes to investigate nurses and midwives who fall short of our standards.

We do not exist to lobby on behalf of nurses and midwives. These functions are the work of the professional bodies such as the Royal College of Nursing and the Royal College of Midwives.

## Fact 9

### We have implemented cost cutting strategies

We have made significant efficiency savings over the last three years. This has mainly been from improvement in our fitness to practise functions and from an organisational restructure.

We have reported progress on our target of achieving **efficiency savings of £25 million over three years by 2015.**

We have also identified further savings within our 2014–2015 business plan amounting to **£4.7 million – 6 percent** of our total planned expenditure.

Without these and previous savings, the fee required would be **close to £150**. It is because of these savings programmes that the fee required will be **limited to £120**.

## Fact 10

### How we used the £20 million government grant

The grant provided by the government enabled us to keep the registration fee at £100 for two years. The government provided this grant on the understanding that we:

- clear our historic caseload by September 2014 (we achieved this ahead of schedule in December 2013); and
- meet our six-month adjudication target by December 2014, which we are on target to meet.

## Fact 11

### Nurses and midwives must pay their registration fee

To work in the UK as a registered nurse or midwife you must pay an annual fee. The registration of nurses and midwives who do not pay the fee will lapse and they will be unable to work as a registered nurse or midwife.

It is illegal to work as a registered nurse or midwife without being registered with us.

## Fact 12

### Registrant representation on our Council

Since 2008, legislation requires all healthcare profession regulators to have an equal number of lay and registrant members on their councils. Our current **Council has six registrant members** including nurses and midwives, and six lay members.

Our main function is to protect the public. All qualified and committed people can help carry out this function whether a nurse or midwife, or not.

## Fact 13

### How our work is scrutinised

In 2012, the Secretary of State for Health commissioned the PSA to conduct an independent review into the NMC. This report was published in July 2012 and can be found [here](#). The report laid out 15 recommendations and stated that we must show significant improvement within two years.

This two-year period ends in July 2014 and we will be inviting an independent reviewer to report on our progress. This report will be published on our website and we will share the outcomes with our key stakeholders.

## Fact 14

### Witness expenses

Without the evidence provided by witnesses we would not be able to protect the public.

We only pay for witnesses to stay in hotels if they live outside the M25 and/or they would have to leave home before 06:00 to reach our hearings by 09:00.

We have deals with large hotel chains which offer us reduced room rates not available to the general public.

## Fact 15

### We have held the registration fee at £100 for two years

In 2012, we committed to hold the fee at £100 for two years. If our Council decide to increase the fee after consultation, the fee increase won't take effect until March 2015.

The consultation will take place in May–June 2014 with the Council considering the results in October–November 2014.

If we want to increase the fee, we have to start the process almost a year before any proposed fee increase would be implemented. This is to allow the public to scrutinise the plans through consultation and allow time for legislative changes to take place.

## Annexe one: Registration fees with other regulators

### General Dental Council (GDC)

(Regulates dentists and other dental healthcare professionals such as dental nurses)

The fee for dental healthcare professionals (dental nurses) is £120 and for dentists it is £576.

### Health and Care Professions Council (HCPC)

(Regulates social workers, paramedics, radiographers, occupational therapists, physiotherapists and many more)

Renewal is currently £160 for two years. The HCPC offer a 50 percent fee discount for those entering the register for the first time and those in their first two years of professional practice. Those who do not renew their registration within one month of the renewal date have to pay a £267 readmission fee.

HCPC registrants can pay their fees in four payments over two years.

### General Optical Council (GOC)

(Regulates optometrists, dispensing opticians, student opticians and optical businesses)

The registration fee is £260 and the annual retention fee is £290. The GOC offer a low-income discount for those earning less than £12,000 per year. This reduced fee is £190. For more information see the [General Optical Council](#) website.

### General Osteopathic Council (GOsC)

(Regulates osteopaths)

The GOsC has a reduced fee for initial years of practice.

First year on the register is £320.

Second year on the register and practising is £430.

Second year on the register and not practising is £215.

The third year onwards and practising is £570.

The third year onwards and not practising is £320.

For more information see the [General Osteopathic Council](#) website.

### General Medical Council (GMC)

(Regulates doctors)

The registration fee is £195 and the retention fee is £309. There are additional fees for specialist or GP registrations. For more information see the [General Medical Council](#) website.

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The nursing and midwifery regulator for England,  
Wales, Scotland, Northern Ireland and the Islands

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