

Consultation on the registration fees for nursing associates

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Introduction

- 1 The Nursing and Midwifery Council (NMC) is the independent healthcare regulator for nurses and midwives in the UK.
- 2 We exist to protect the public by regulating nurses and midwives in the UK. We do this by setting standards of education, training, practice and behaviour so that nurses and midwives can deliver high quality healthcare throughout their careers.
- 3 We maintain a register of nurses and midwives who meet these standards, and we have clear and transparent processes to investigate nurses and midwives who fall short of our standards. From 2019, we will also regulate nursing associates.
- 4 Our role, functions and powers are set out in the Nursing and Midwifery Order 2001 ('the Order').

Aims of this consultation

- 5 This consultation seeks views on the registration fees that the NMC will charge nursing associates in order to regulate them. It sets out how the fee links to the processes that we will use to register nursing associates.

Executive summary

- 6 In October 2015, the UK Government announced the establishment of a new healthcare role in England called a nursing associate.
- 7 In January 2017, we agreed to the Department of Health's request that we become the regulator for nursing associates. The Government is now in the process of amending our legislation to give us new powers to regulate the new profession from January 2019. The Department of Health consultation¹ on changes to our legislation suggests that the approach to the regulation of nursing associates will be broadly the same as that currently applying to nurses and midwives.
- 8 The nursing associate role has been developed as a bridge between healthcare assistants and graduate registered nurses. It will act as a stand-alone role, as well as a new route to becoming a registered nurse. Nursing associates will work with registered nurses to deliver patient care.
- 9 Professional regulators, including the NMC, are independent of government, and funded by fees paid by registrants. Our fees are set at the level required to meet the global costs of regulating the professions on our register.
- 10 The Order requires us to consult on any proposed changes to our fees. In this consultation, we are therefore seeking views on our proposals to introduce fees for nursing associates.
- 11 Regulation will enable us to assure the public that nursing associates have high standards of proficiency, keep their skills and knowledge up to date, and are

¹ <https://www.gov.uk/government/consultations/regulation-of-nursing-associates-in-england>

accountable for their standards of practice and behaviour. There will be a new nursing associate part of the NMC register that can be searched by employers and members of the public, and we will investigate if there are concerns about a nursing associate's practice, and take action if needed to protect the public.

- 12 We are proposing that our fee structure for nursing associates mirrors our fee structure for nurses and midwives. Our main fee to join the register and the annual registration fees are currently £120 (we review our fees periodically). We are proposing the same fees for nursing associates, nurses and midwives, because the same regulatory approach will apply to the three professions, so we will need to meet the same costs.
- 13 The consultation is open to all stakeholders and we welcome all comments and suggestions. It will be open from 4 December 2017 to 26 February 2018.

Our current fee structure

- 14 The fees that our registrants pay fund our regulatory activities, including registration, revalidation, fitness to practise, education and standards development and our engagement activities.
- 15 Our fee categories are set out in legislation (The Nursing and Midwifery Council (Fees) Rules 2004) and they are:
 - 15.1 qualification evaluation fees
 - 15.2 initial registration application fees
 - 15.3 retention of registration fees
 - 15.4 renewal of registration fees (revalidation)
 - 15.5 readmission fees
 - 15.6 additional fees for registrable and recordable qualifications
- 16 Most people who register with us have completed their education and training in the UK. They pay £120 to join our register (the initial registration application fee). Once registered, all registrants pay £120 a year to stay on the register (the retention and renewal (revalidation) fees).

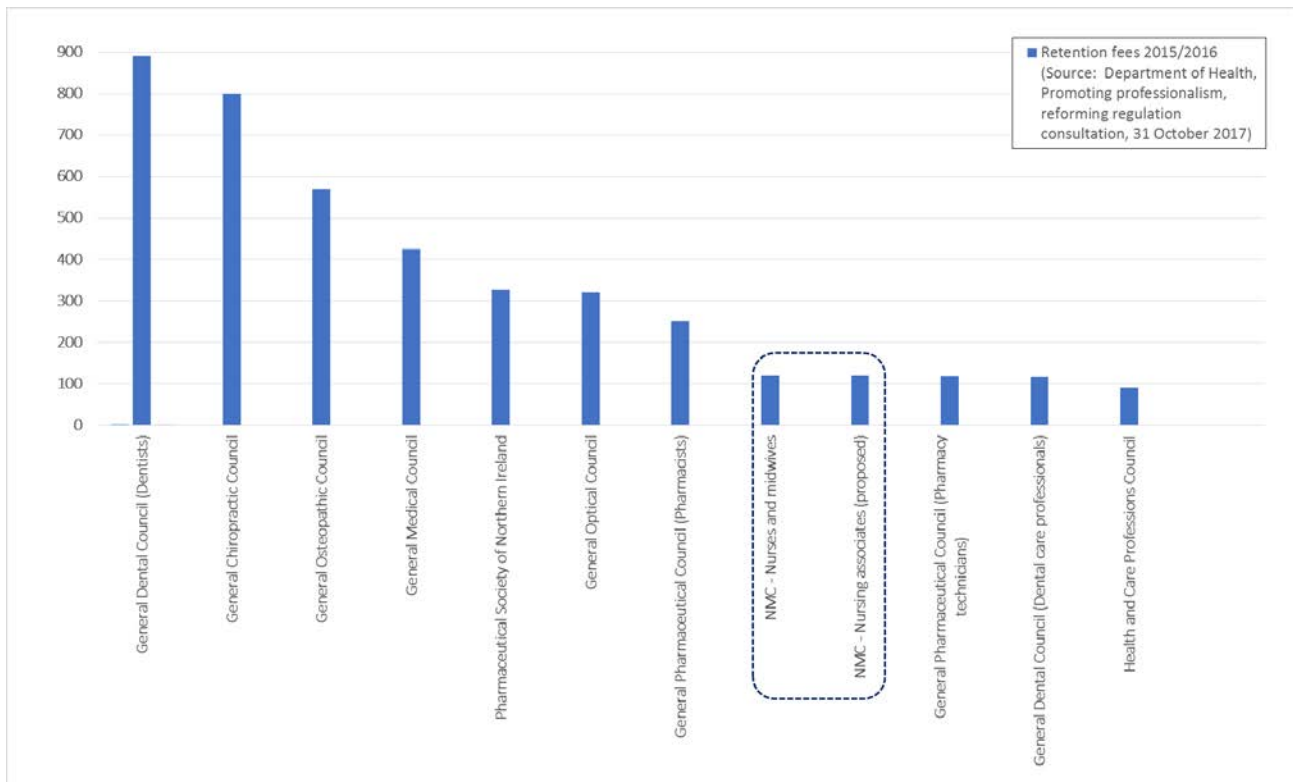
Setting the fees for nursing associates

Analysis of possible fee levels

- 17 The NMC is a UK regulator, regulating nurses and midwives in England, Wales, Northern Ireland and Scotland. The administrations in Scotland, Wales and Northern Ireland have decided not to introduce or regulate the nursing associate role at this time. Nursing associates are therefore the first profession which we will regulate in only one of the four countries: England.

- 18 In developing the legislation for the regulation of nursing associates in England, the Government has followed the current framework for nurses and midwives. This means nursing associates will have to apply to join our register and pay fees.
- 19 We have considered a number of possible approaches to setting the fees for nursing associates. The two main possibilities were:
 - 19.1 nursing associates pay the same fees as nurses and midwives.
 - 19.2 nursing associates pay a different fee than nurses and midwives.
- 20 Nursing associates will be subject to the same model of regulation and the same regulatory processes (for example, registration, fitness to practise) as nurses and midwives. Therefore in the absence of evidence to the contrary (nursing associates being a new profession), we have no basis on which to assume the costs of regulating nursing associates will be markedly different from the costs associated with regulating nurses and midwives.
- 21 If we set the fee at a lower level to that of nurses and midwives, there is a risk that nurses and midwives would subsidise the regulation of nursing associates. This would be undesirable from a good regulation and fairness perspective.
- 22 Our proposed approach is therefore that nursing associates pay the same fees as nurses and midwives. We have applied this principle to the fees outlined in the following section. We review our fees periodically to ensure that the fees we set are in line with the costs of regulation for all registrants.
- 23 As shown in Figure 1, the annual fee that we charge (and the proposed annual fee for nursing associates) is lower than most of the annual fees charged by other healthcare regulators.

Figure 1: Annual retention fees of healthcare regulators



24 We are willing to consider other options and one of the purposes of this consultation is to gather such suggestions. Suggestions supported by evidence will be more powerful than those with no evidence. Our Council will not make a final decision about the fee level until we have carefully considered all the consultation responses.

Question 1:

Do you agree or disagree in principle that the fee structure for nursing associates should mirror our current fee structure?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Don't know

Please give a reason for your answer.

The proposed fees for nursing associates

- 25 Our proposed approach to setting the fees for nursing associates is summarised in the following paragraphs. The proposed changes to the Nursing and Midwifery Council (Fees) Rules 2004 are at Annex 1. These proposed changes to our Rules are subject to the proposed changes to our Order (referred to in paragraph 7) coming into force.

Qualification evaluation fees

Applicants with approved qualifications

- 26 As part of our role as the regulator, we set the standards for nursing and midwifery education in the UK and we quality assure education programmes in the UK. We do this by approving education providers to deliver nursing and midwifery programmes based on our standards of education. We then hold these providers to account to ensure that they continue to meet our standards.
- 27 We can therefore be satisfied that people with qualifications awarded by these approved UK providers have met our standards without the need for further evaluation, and as a result, we do not charge a qualification evaluation fee to nurses and midwives who trained via approved programmes in the UK.

Nursing associate applicants trained in England

- 28 For nursing associates our powers to set standards and quality assure education programmes will only extend to England. As a result nursing associates with approved qualifications awarded in England will not be charged an evaluation fee. A different approach will be needed for applicants to the nursing associates' part of the register with qualifications awarded in Scotland, Northern Ireland and Wales, as their qualifications will not have been approved by us. This is outlined in paragraphs 43-46 below.

Applicants with other qualifications

- 29 If people applying to join our register have qualifications awarded in countries where we do not have the power to approve qualifications, we need to evaluate their qualification. The cost of this is passed on to the applicant through a qualification evaluation fee.

Applicants trained in the EU/EEA

- 30 There are several ways in which individuals trained in EU/EEA countries can join our register.
- 31 Under European legislation, some are entitled to have their qualifications recognised automatically. Others may be eligible for recognition under the 'general system' route. The 'general system' route requires us to individually assess an applicant's qualifications by comparing the training completed in their country with our UK training requirements, and propose compensation measures, if necessary.

- 32 All applications that we receive from applicants trained in the EU/EEA are initially processed through the same system, with each application being considered individually. The documentation undergoes an initial checking process before being made available for assessment. It is only at this stage that it becomes possible to determine whether the applicant is eligible for automatic recognition under mutual recognition legislation or whether they will need to apply through the 'general system' route, which involves further evaluation. The cost of the EU/EEA evaluation fee therefore represents the average cost of an EU/EEA application, as otherwise the fee could not be determined and paid in advance. As the majority of nurse and midwife applicants are eligible for automatic recognition, this brings the average cost of the EU/EEA evaluation process below the cost of evaluation for applicants with qualifications awarded in non-EU/EEA countries. To cover the costs of this process we charge applicants a qualification evaluation fee of £110.
- 33 If the evaluation highlights significant differences between the applicant's training and the UK training requirements, the applicant is allowed to make up those differences through a compensation measure (either a period of adaptation or an aptitude test).
- 34 Following this process, if an individual still does not meet our requirements they cannot continue with their registration application.

Proposal for nursing associates

- 35 Applicants to the nursing associates' part of the register trained in the EU/EEA will not be eligible for automatic recognition, and would therefore apply through the 'general system' route described above. As we do not currently distinguish between applicants eligible for automatic recognition and those eligible for the 'general system' route in terms of the fee that we charge, we propose extending this approach to nursing associate applicants trained in the EU/EEA. This would mean that they would pay an evaluation fee of £110. We will keep these costs under review as we continue to improve the efficiencies of our application process and assess the impact of the increasing use of the European Professional Card for nurses.
- 36 We recognise this consultation and the planned opening of the nursing associates' part of the register in January 2019 is set against the backdrop of the UK leaving the EU on 29 March 2019. These considerations will be taken into account as part of the review of our processes.

Question 2:

Do you agree or disagree that the qualification evaluation fee for applicants to the nursing associates' part of the register, trained in the EU/EEA should be the same as the fee for nurses and midwives, currently £110?

- **Strongly agree**
- **Agree**
- **Neither agree nor disagree**
- **Disagree**
- **Strongly disagree**
- **Don't know**

Please give a reason for your answer.

Applicants trained outside the EU/EEA

- 37 When someone with qualifications awarded outside the UK applies to join the register, we need to satisfy ourselves that their qualifications meet the standards that we set for nurses and midwives in the UK.
- 38 This involves an evaluation process which includes assessments of their qualification certificates and transcripts, and checks on their identity documents. This assessment process is carried out on an individual basis. To cover the costs of this process, we charge these applicants an evaluation fee of £140.
- 39 Eligible applicants trained outside the EU/EEA are also currently required to sit a two-part test of competence.
- 40 Following this process if an individual still does not meet our requirements, they cannot continue with their registration application.

Proposal for nursing associates

- 41 Applicants to the nursing associates' part of the register trained outside the EU/EEA will be subject to the same evaluation process as nurse and midwife applicants. For this reason we propose that the evaluation fee for these nursing associate applicants be set at £140.
- 42 The processes that we use to assess nurse and midwife applications from individuals trained outside the EU/EEA are currently under review and may change in the future. Any changes to our application processes for people trained outside the EU/EEA following that review will also apply to nursing associates. The changes may lead to a change in the initial registration application or qualification evaluation fees, which we will consult on.

Question 3:

Do you agree or disagree that the qualification evaluation fee for applicants to the nursing associates' part of the register trained outside the EU/EEA should be the same as the fee for nurses and midwives, currently £140?

- **Strongly agree**
- **Agree**
- **Neither agree nor disagree**
- **Disagree**
- **Strongly disagree**
- **Don't know**

Please give a reason for your answer.

Applicants trained in Scotland, Wales and Northern Ireland

- 43 We regulate nurses and midwives across the UK, but we will only regulate nursing associates in England. This means that any applicants to the nursing associates' part of our register trained in Scotland, Wales and Northern Ireland will be relying on a range of qualifications, none of which will have been awarded by an NMC approved provider of nursing associate education. They will therefore need to undergo an evaluation to determine whether they meet our education and training requirements.

Proposal for nursing associates

- 44 Applicants to the nursing associates' part of the register trained in Scotland, Wales and Northern Ireland will not benefit from the EU 'general system' or automatic recognition mutual recognition legislation because they are not seeking access to a profession in the UK relying on qualifications awarded in a different member state.
- 45 The process that we will use to evaluate applications to the nursing associates' part of the register from individuals with qualifications awarded in Scotland, Wales and Northern Ireland will be similar to the process that we currently use to evaluate applications for nurses and midwives from outside the EU/EEA. This is because we will require similar evidence, including certificates of qualification and transcripts, to individually assess and ensure that applicants meet our standards before allowing them onto our register. This would mean a qualification evaluation fee of £140 for applicants educated in Scotland, Wales and Northern Ireland.
- 46 We recognise that this is a complex issue, as this is the first time the NMC will regulate a profession in only one of the four countries of the UK, however, for the reasons outlined above we believe that this is the right approach to take. This could be subject to change in the future, depending on the outcome of the review that we are conducting into our evaluation processes. We are therefore particularly interested in stakeholders' views on our proposals for applicants wishing to join the

nursing associates' part of the register who trained in Scotland, Wales and Northern Ireland.

Question 4:

Do you agree or disagree that the qualification evaluation fee for applicants to the nursing associates' part of the register trained in Scotland, Wales and Northern Ireland should be £140?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Don't know

Please give a reason for your answer.

Summary of proposed qualification evaluation fees

- 47 An overview of the proposed qualification evaluation fees for nursing associates is given in the following table.

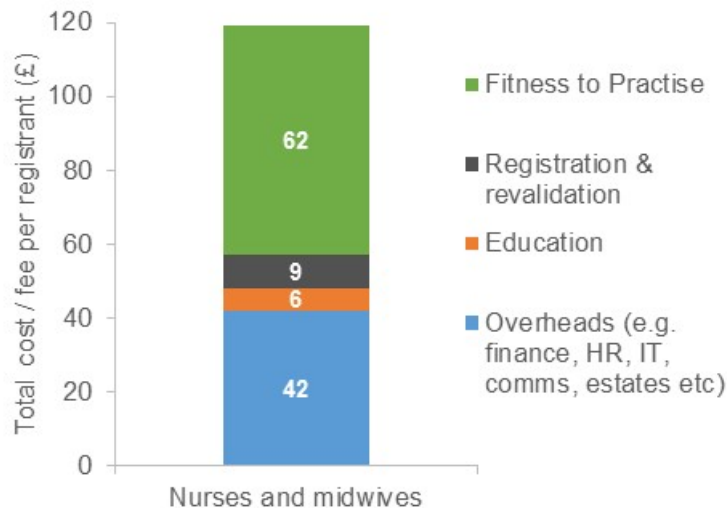
Country of qualification	Proposed qualification evaluation fee
England	No qualification evaluation fee (as an approved qualification)
EU/EEA country	£110
Non EU/EEA country	£140
Scotland, Wales or Northern Ireland	£140

Initial registration application fees

- 48 After we have evaluated their qualification, we need to assess an applicant's full registration application, and they must pay an initial registration application fee. This also covers the first year of their first registration period (a registration period is three years).

- 49 In 2014, we reviewed the cost of fulfilling our statutory functions and commitments, and the fees paid by nurses and midwives. This showed that the annual cost of regulation was £120 per registrant. A breakdown of the current cost of regulation per registrant across all of our regulatory functions is shown in Figure 2.

Figure 2: Breakdown of the £120 registration fee for nurses and midwives (based on data from 2016)



- 50 Following the review, which included a public consultation², we amended our legislation to reflect the global costs of regulation in our fees.
- 51 As nursing associates will be subject to all our regulatory functions (standards, education, registration, revalidation, fitness to practise) in the same way as nurses and midwives we have no basis on which to assume the global costs of regulation will be lower, or higher. We are therefore proposing that the initial registration application fee structure for nursing associates mirrors that of nurses and midwives.

Applicants trained in the UK

- 52 We currently charge applicants trained in the UK an initial registration application fee of £120.

Proposal for nursing associates

- 53 For the reasons outlined in paragraphs 17-23, we propose to charge the same fee for applicants to the nursing associates' part of the register with qualifications awarded in England, Scotland, Wales or Northern Ireland. At the current time, there is no basis to justify charging them a different initial registration application fee than the one that we charge all other applicants trained in the UK.

² www.nmc.org.uk/about-us/consultations/past-consultations/2014-consultations/fee-increase-consultation/

Question 5:

Do you agree or disagree that the initial registration application fee for applicants to the nursing associates' part of the register trained in England, Wales, Northern Ireland and Scotland should be the same as the fee for nurses and midwives, currently £120?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Don't know

Please give a reason for your answer.

Individuals training to be nursing associates before regulation is in place

- 54 Following the Secretary of State's announcement, Health Education England (HEE) developed a pilot programme to deliver training to 2,000 trainee nursing associates in England. They began their training at the start of 2017, and we expect the first nursing associates to qualify and start work in early 2019. In addition to this pilot programme, an apprenticeship standard has been developed for trainee nursing associates and we expect some trainees to begin their apprenticeships before 2019.
- 55 Although these individuals will have started their training before we become the regulator for nursing associates, changes to our legislation (currently being consulted on by the Government) will provide a route for these particular trainees to join our register once they have qualified. They will be required to meet our standards of proficiency and will then be treated as having an approved qualification.
- 56 We propose charging these individuals an initial registration fee of £120.

Question 6:

Do you agree or disagree that the initial registration application fee for those individuals training to be a nursing associate before regulation is in place should be the same as the fee for nurses and midwives currently £120?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Don't know

Please give a reason for your answer.

Applicants trained in the EU/EEA

- 57 We currently charge applicants with qualifications awarded in the EU/EEA a £120 initial registration application fee.

Proposal for nursing associates

- 58 For applicants to the nursing associates' part of the register trained in EU/EEA countries, we propose charging the same initial registration application fee of £120.

Question 7:

Do you agree or disagree that the initial registration application fee for applicants to the nursing associates' part of the register trained in the EU/EEA should be the same as the fee for nurses and midwives, currently £120?

- **Strongly agree**
- **Agree**
- **Neither agree nor disagree**
- **Disagree**
- **Strongly disagree**
- **Don't know**

Please give a reason for your answer.

Applicants trained outside the EU/EEA

- 59 The initial registration application fee for individuals with international qualifications is currently set at £153. The difference in fee level for those individuals applying from outside the EU/EEA reflects the additional administrative costs we incur when processing their initial registration applications.

Proposal for nursing associates

- 60 As these processes will be the same for applicants to the nursing associates' part of the register with qualifications from outside the EU/EEA, we propose charging these applicants the same initial registration application fee of £153.
- 61 As noted above, the processes that we use for these applications are being reviewed, and so this fee may also change in the future.

Question 8:

Do you agree or disagree that the initial registration application fee for applicants to the nursing associates' part of the register who trained outside the EU/EEA should be the same as the fee for nurses and midwives, currently £153?

- **Strongly agree**
- **Agree**
- **Neither agree nor disagree**
- **Disagree**
- **Strongly disagree**
- **Don't know**

Please give a reason for your answer.

Summary of proposed initial registration application fees

- 62 The initial registration application fees that we are proposing to charge nursing associates are provided in the following table.

Country of qualification	Initial registration application fee amount
England, Scotland, Wales, Northern Ireland	£120
EU/EEA countries	£120
Non-EU/EEA countries	£153

Retention, renewal of registration and readmission fees

- 63 As noted above at paragraph 48, the initial registration application fee covers the first year of the initial three year registration period. For the next two years, registrants pay an annual retention fee to maintain their registration. This annual fee is the same for all registrants, regardless of their place of training. At the end of their registration period, they must go through a process of revalidation and pay a fee to renew their registration. At this point a new registration period begins. Following the public consultation mentioned in paragraph 50 these retention and renewal fees were set at £120 for all registrants. This means that once registered, all registrants pay an annual fee of £120.

- 64 If an individual's registration lapses and they wish to rejoin the register they are charged £120 for readmission or restoration to the register.

Proposal for nursing associates

- 65 We intend to extend this approach to nursing associates. This would mean that all nursing associates would pay an annual retention fee of £120 for the duration of their registration period and a £120 fee to renew their registration at the end of this period. In practice, this means they would pay £120 every year.
- 66 Nursing associates would also be charged £120 for readmission to the register if their registration lapsed and they wanted to apply for readmission.

Question 9:

Do you agree or disagree that the retention of registration, renewal of registration and readmission fees for nursing associates should all be set at the same level as those for nurses and midwives, currently £120?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Don't know

Please give a reason for your answer.

Additional fees for registrable qualifications

- 67 We charge individuals £23 to enter another qualification onto the register. For, example if a registered nurse also wishes to enter a qualification as a midwife, we would charge £23. We propose to extend this approach to nursing associates.

Question 10:

Do you agree or disagree that the fees to enter additional qualifications for nursing associates should be set at £23 for a registrable qualification, in common with the fees paid by nurses and midwives?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Don't know

Please give a reason for your answer.

Phased payments and claiming tax relief on the NMC registration fee

- 68 Nurses and midwives can spread the cost of their annual fee across four quarterly installments. Nursing associates will also have this option.
- 69 Nursing associates will be able to claim tax relief on their annual fee through HM Revenue and Customs (HMRC). We encourage everyone on our register to claim this tax relief³.

Next steps

- 70 This consultation will run from 4 December 2017 to 26 February 2018. Any responses received after this time will not be included in the analysis of the consultation responses.
- 71 All responses will be collated and analysed by an independent research company. The report on the consultation responses will be considered by our Council to inform their decision on the annual registration fee.

Your response to this consultation

- 72 It is important that you read the following information before completing the survey.

Questions

- 73 All questions are optional except for the question which asks whether you are responding as an individual or an organisation. Responses from individuals and organisations will be analysed separately, so it is important that we know in which capacity you are responding.

Submitting your response

- 74 If you are responding on behalf of an organisation we will ask for your name and organisation's name (although you can also indicate your wish to be anonymous).
- 75 If you are responding as an individual we will not ask for your name, and therefore you will not be able to amend your responses after you have submitted them. We also do not have a facility to provide a record of your responses.
- 76 Please respond via the following link www.surveymonkey.co.uk/r/LNLLFDW.
- 77 If you are not able to submit your response using the online survey you may contact us on consultations@nmc-uk.org for an alternative format.

³ <https://www.gov.uk/tax-relief-for-employees/professional-fees-and-subscriptions>

Questions

1. Do you agree or disagree in principle that the fee structure for nursing associates should mirror our current fee structure?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Don't know

Please give a reason for your answer.

2. Do you agree or disagree that the qualification evaluation fee for applicants to the nursing associates' part of the register, trained in the EU/EEA should be the same as the fee for nurses and midwives, currently £110?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Don't know

Please give a reason for your answer.

3. Do you agree or disagree that the qualification evaluation fee for applicants to the nursing associates' part of the register, trained outside the EU/EEA should be the same as the fee for nurses and midwives, currently £140?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Don't know

Please give a reason for your answer.

4. Do you agree or disagree that the qualification evaluation fee for applicants to the nursing associates' part of the register trained in Scotland, Wales and Northern Ireland should be £140?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

- Don't know

Please give a reason for your answer.

5. Do you agree or disagree that the initial registration application fee for applicants to the nursing associates' part of the register trained in England, Wales, Northern Ireland and Scotland should be the same as the fee for nurses and midwives, currently £120?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Don't know

Please give a reason for your answer.

6. Do you agree or disagree that the initial registration application fee for those individuals training to be a nursing associate before regulation is in place should be the same as the fee for nurses and midwives, currently £120?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Don't know

Please give a reason for your answer.

7. Do you agree or disagree that the initial registration application fee for applicants to the nursing associates' part of the register trained in the EU/EEA should be the same as the fee for nurses and midwives, currently £120?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Don't know

Please give a reason for your answer.

8. Do you agree or disagree that the initial registration application fee for applicants to the nursing associates' part of the register who trained outside the EU/EEA should be the same as the fee for nurses and midwives, currently £153?

- Strongly agree
- Agree

- Neither agree nor disagree
- Disagree
- Strongly disagree
- Don't know

Please give a reason for your answer.

9. Do you agree or disagree that the retention of registration, renewal of registration and readmission fees for nursing associates should all be set at the same level as those for nurses and midwives, currently £120?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Don't know

Please give a reason for your answer.

10. Do you agree or disagree that the fees to enter additional qualifications for nursing associates should be set at £23 for a registrable qualification, in common with the fees paid by nurses and midwives?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Don't know

Please give a reason for your answer.

Equality and Diversity

We have conducted an initial equality and diversity assessment on the impact of our proposals. We would be grateful if you would complete these questions because this evidence supports our equality and diversity work and will help us to finalise our assessment.

The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Race
- Religion or belief

- Sex
- Sexual orientation
- Pregnancy and maternity

11. Will any of these proposals have a particular impact on people who share these protected characteristics (including nurses, midwives, patients and the public)?

- Mainly positive impacts anticipated
- Mainly negative impacts anticipated
- No impacts anticipated
- Don't know

Please give a reason for your answer.

12. How can we amend the proposals to advance equality of opportunity and foster good relations between groups?

Please give a reason for your answer.

Please complete this survey about your background and the views you/your organisation represent.

We are committed to treating everyone fairly and meeting our legal responsibilities under the Equality Act 2010 and related legislation (such as the Human Rights Act 1998) and we will use this information to better understand if we are engaging with a diverse and broad range of people.

13. Are you responding as an individual or on behalf of a group or organisation?

As an individual (please go to question 14)

On behalf of an organisation (please go to questions 22-28)

Individual:

14. Are you a:

- UK-registered nurse
- UK-registered midwife
- Overseas registered nurse and/or midwife
- Other healthcare professional
- Employer or manager
- Educator
- Nursing or midwifery student
- Nursing associate trainee
- Member of the public, service user or carer
- Other – please specify
- Prefer not to say

15. In your main job do you work:

- Full time (30 or more hours per week)
- Part time (below 30 hours per week)
- Prefer not to say

16. Gender

- Female
- Male
- Non-binary
- Prefer not to say

17. Age

- Under 25
- 25-34
- 35-44
- 45-54
- 55-64
- 65 and over
- Prefer not to say

18. Disability - Please select one option to indicate whether you consider yourself to have a disability or long term health condition.

The Equality Act 2010 defines disability as a physical or mental impairment which has a substantial long-term effect (at least 12 months) on a person's ability to carry out normal day to day activities.

- Yes
- No
- Prefer not to say

19. Ethnicity

A: White

- British, English, Northern Irish, Scottish or Welsh
- Irish
- Gypsy or Irish traveller
- Any other white background, please specify

B: Mixed or multiple ethnic groups

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other mixed or multiple ethnic background

C: Asian or Asian British

- Indian
- Pakistani
- Bangladeshi
- Chinese
- Any other Asian background

D: Black, African, Caribbean or black British

- Caribbean
- African
- Any other black, African, or Caribbean background

E: Other ethnic group

- Arab
- Any other ethnic group

F: Prefer not to say

20. Religion

- No religion
- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Sikh
- Any other religion
- Prefer not to say

21. Sexual orientation

- Bisexual
- Gay man
- Gay woman or lesbian
- Heterosexual or straight
- Prefer not to say

Group or organisation:

22. Which best describes the type of organisation you work for?

- Government or public body
- Regulator
- Professional organisation or trade union

- NHS employer of nurses or midwives
- Independent sector employer of, or agency for, nurses and midwives
- Education provider
- Consumer or patient organisation
- Charity/voluntary sector
- Other – please specify

23. Please give the name of your organisation.

24. Would you be happy for your comments to be attributed to your organisation in reporting?

- Yes. I am happy for your comments to be attributed to my organisation.
- No. Please keep my responses anonymous.

25. Please state your name.

26. Please state your job title.

27. Please state where your organisation mainly operates.

- Across the UK
- Great Britain
- England
- Northern Ireland
- Scotland
- Wales
- Other – please specify

28. Does your organisation officially represent the views of nurses/midwives and/or the public that share any of the following protected characteristics?

- Older
- Younger
- Disabled
- Ethnic minorities
- Gender
- Lesbian, Gay and Bisexual
- Transgender
- Pregnancy/maternity
- Religion or belief

Annexe 1

Draft: The Nursing and Midwifery Council (Fees) (Amendment) Rules Order of Council 2018

STATUTORY INSTRUMENTS

2018 No. XXXXX

HEALTH CARE AND ASSOCIATED PROFESSIONS

NURSES AND MIDWIVES

The Nursing and Midwifery Council (Fees) (Amendment) Rules Order of Council 2018

Made - - - - - ***
Laid before Parliament ***
Coming into force - - - - - ***

At the Council Chamber, Whitehall, the *** day of ***

By the Lords of Her Majesty's Most Honourable Privy Council

The Nursing and Midwifery Council has made the Nursing and Midwifery Council (Fees) (Amendment) Rules 2018 as set out in the Schedule to this Order, in exercise of the powers conferred by articles 7(1) and (2)(c), 33(7)(a) and 47(2) of the Nursing and Midwifery Order 2001⁽⁴⁾.

In accordance with article 7(3) and 47(3) of that Order, the Nursing and Midwifery Council has consulted representatives of any group of persons as it considers appropriate who appear likely to be affected by the Rules.

In accordance with articles 47(1) and 48 of the Nursing and Midwifery Order 2001, such rules shall not come into force until approved by order of the Privy Council.

Citation and Commencement

1. This Order may be cited as the Nursing and Midwifery Council (Fees) (Amendment) Rules Order of Council 2018 and comes into force on [insert date].

⁽⁴⁾ S.I. 2002/253; to which there are amendments not relevant to this Order

Council approval

2. Their Lordships, having taken these Rules into consideration, are pleased to and do approve them.

Richard Tilbrook
Clerk of the Privy Council

SCHEDULE

THE NURSING AND MIDWIFERY COUNCIL (FEES) (AMENDMENT) RULES 2018

The Nursing and Midwifery Council makes the following Rules in exercise of the powers conferred by articles 7(1) and (2)(c), 33(7)(a) and 47(2) of the Nursing and Midwifery Order 2001⁽⁵⁾.

In accordance with articles 7(3) and 47(3) of that Order, the Nursing and Midwifery Council has consulted any group of persons as it considers appropriate who appear likely to be affected by these Rules.

Citation and commencement

1. These Rules may be cited as the Nursing and Midwifery Council (Fees) (Amendment) Rules 2018 and shall come into force on [insert date].

Amendment to the Nursing and Midwifery Council (Fees) Rules 2004

2. In the table in rule 3 (fees) of the Nursing and Midwifery Council (Fees) Rules 2004⁽⁶⁾—
- (a) in the entry of column (2) of row (a), for “(e) or (f)” substitute “(dd), (e) or (f) or article 13A”;
 - (b) in the entry of column (2) of row (c), for “or (d)” substitute “, (d) or (dd)”.

Given under the Common seal of the Nursing and Midwifery Council this [insert date] day of [insert month and year].

L.S.

Dame Janet Finch
Chair

Jackie Smith
Chief Executive and Registrar

EXPLANATORY NOTE

(This note is not part of the Order)

This Order, made under the Nursing and Midwifery Order 2001 (S.I. 2002/253), approves the Nursing and Midwifery Council (Fees) (Amendment) Rules 2018 made by the Nursing and Midwifery Council. These Rules amend the Nursing and Midwifery Council (Fees) Rules 2004 (S.I. 2004/1654) (“the 2004 Rules”).

⁽⁵⁾ S.I. 2002/253; to which there are amendments not relevant to these Rules.

⁽⁶⁾ Scheduled to S.I. 2004/1654, as amended by S.I. 2005/3353, S.I. 2007/1885, and 3101, S.I. 2011/2297, S.I. 2012/3026 and S.I. 2014/3139.

Rule 2 amends rule 3 of the 2004 Rules by providing for the payment of fees in relation to applications for the registration of nursing associates who have the appropriate qualifications under Article 13(1)(dd) (approved qualifications)⁽⁷⁾ and Article 13A (transitional provisions relating to admission to the register)⁽⁸⁾ of the Order, and also amends rule 3 of the 2004 Rules by providing for the payment of fees in relation to the evaluation of information for applications made to the nursing associates' part of the register from Scotland, Wales and Northern Ireland. The Rules do not amend the level of fees in respect of applications for either registration or the evaluation of information for registration by an applicant.

DRAFT

⁽⁷⁾ Article 13(1)(dd) was inserted by xxx
⁽⁸⁾ Article 13A was inserted by xxx