



# Nursing and Midwifery Council

What do you think of our plan for  
the next 5 years?

Please tell us what you think  
by 16 October 2019



This is an Easy Read version of:  
NMC Strategy 2020 – 2025  
Consultation on draft strategic themes



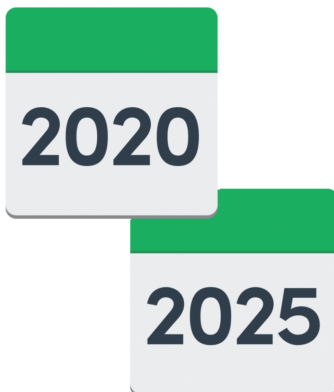
# About this paper



The **Nursing and Midwifery Council (NMC)** wrote this paper.



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



This paper is about what we want to do from 2020 – 2025.



We have been listening to what people think about health and social care services.

And the care they have had.

# What we do



We **regulate** 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 the people on our **register** to keep learning while they work. And keep meeting the right standards



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

# Some of the problems in health and social care

## Not enough staff



There are not enough nurses, midwives or **nursing associates** across the UK.



There are not enough people working in learning disability services.



There are not enough people working in mental health services.

## More care needs



Many people are living longer. And they can have lots of health needs.



Their care needs are more complicated than they used to be.



So staff need lots of skills to deal with this.



And people need to learn about their health issues. So they can help themselves more.

## New medicines



We are learning more and more about better medicines and things like our **genes**.



We use equipment more and more to help with our health.



This is changing the way care is given.

## Different ways of caring



Health and social care is changing. For example, more people are being cared for at home.



Sometimes people work with a lot of different health and social care staff.



We need to make sure we work well together.

## Careers



People need choices to train to become nurses, **midwives** or **nursing associates** in the way that is right for them.



For example, some nurses are carers so cannot train full-time.

## Making sure people are treated fairly



Things are not always fair and equal for everyone in health and social care.



We want to do what we can to help make things more fair and equal.





## The environment

This is about the world we live in.



People are more worried about the **environment** than before.



They are thinking more about where things come from, if they are made of plastic and if they damage the **environment**.

## Changing how care is managed



There have been a lot of changes in the ways nurses, **midwives** and **nursing associates** work.



For example, they need to work as part of a team more.



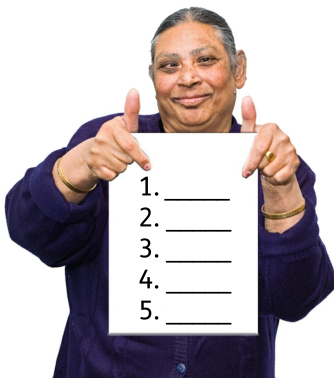
These changes will change the way we check people on our **register**.

# What we have done in the last 5 years

Here are some examples of what we have done:



- Checked everyone on our **register** is still working well.



- Checked they are following the **Code**.



- And checked they are still learning.



- Opened a new part of the register for **nursing associates**.



- Made new **standards** nurses and **midwives** need to work to.



- Helped nurses and **midwives** know what to do when they have been off work for a while.



- Changed the rules for checking people are working properly.



- Changed how people are **registered** when they train in other countries.

# Tell us what you think about our ideas



We have some ideas about what we should work on over the next 5 years.



We would like to know what you think about these ideas.



And which ones you think are the most important.



## Our questions:

Please answer these questions.

## What we want to do:



We want to take the lead in supporting better care and safer care.



We want all **nurses, midwives** and **nursing associates** to be treated fairly.



And to have the chance to learn.

**Question: Do you agree with what we want to do?**

Please tick:



**Yes**

☐

**No**

☐

**Not Sure**

☐



# 5

We have 5 main areas we want to work on.

Here are the five areas we think we need to work on.

## 1. Helping to make nursing and midwifery better



We need to do more to help nurses, **midwives** and **nursing associates** to give good care.



This is important because there are lots of changes happening in their work.



We tell people on our **register** what they need to know and be able to do in our **standards**.



We need to make sure that we keep our standards up to date all the time.

**Question:**

**Do you think this is important?**

Please tick:

**Very important**

☐

**A bit important**

☐

**Not important**

☐



## 2. Listen to what people think more

We need to listen to people using services and patients.



Listening to what people think helps us get better at our work.



We need to make our website easier to use.



We need to make sure people can get support from us if they need it.

**Question:**

**Do you agree this is important?**

Please tick:



**Very important**

☐

**A bit important**

☐

**Not important**

☐

### 3. Working with the people on our register



We need to find ways to work with nurses, midwives and nursing associates more.



We need to support them to tell us what they think.



We need to learn more about what happens to them at work.



And how this can be different across the UK.



**Question:**

**Do you agree this is important?**

Please tick:

**Very important**

☐

**A bit important**

☐

**Not important**

☐



## 4. Using the information we know and what we find out



We have lots of information about **nurses, midwives** and **nursing associates**.



For example, we know how many learning disabilities nurses are **registered** in the UK.



We need to use information more to help us work in the best ways.



We need to tell the public about what we know.



This will help us and others to make health and social care better.

**Question:**



**Do you agree this is important?**

Please tick:

**Very important**

☐

**A bit important**

☐

**Not important**

☐

## 5. Working with other organisations



There are other organisations in health and care who make rules.



We need to work more closely with them.



This will help us find out where there are problems or things that might go wrong.



**Question:**

**Do you agree this is important?**

Please tick:

**Very important**

☐

**A bit important**

☐

**Not important**

☐

**Which of these 5 areas do you think is the most important?**

Please tick which one:

**1. Helping to make nursing and midwifery better**

☐

**2. Listening to what people think more**

☐

**3. Working with the people on our register**

☐

**4. Using the information we know and what we find out**

☐

**5. Working with other organisations**

☐

**Are there another areas we need to work on?**

Please write here:

**Is there anything else you would like to say?**

Please write here:

# How to tell us what you think



Please send us your views by **16 October 2019**.



You can do this online by going to:  
[www.nmc.org.uk/shapingthefuture](http://www.nmc.org.uk/shapingthefuture)



**Post:** You can post them to:

NMC Strategy 2020 – 2025: Consultation  
on draft strategic themes,

Research team,

Nursing and Midwifery Council,

23 Portland Place,

London,

W1B 1PZ



**email:** [consultations@nmc-uk.org](mailto:consultations@nmc-uk.org)



If you have any questions about this document please contact us at:  
[consultations@nmc-uk.org](mailto:consultations@nmc-uk.org)



We will not publish any personal information about anyone.



If you would like to know what happens next please give us your contact details.



Thank you for taking the time to tell us what you think.



# What the words mean

## **Code**

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

## **Genes**

Genes are the units that make up a person.

## **Environment**

This is everything around us. Things like nature and the air we breathe.

## **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 and service users.

## **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.

## **Standard**

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

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