


# NMC fitness to practise and standards development

Dr Katerina Kolyva  
Assistant Director, Policy and Standards  
2 November 2011


## Fitness to practise

- 
- We assess a nurse or midwife's suitability to be on our register without restrictions
  - We investigate complaints about individual nurses and midwives
  - We are concerned with issues of:
    - professional misconduct
    - convictions and cautions
    - lack of competence
    - health related problems

# NMC register statistics


	2009-2010	2010-2011
On the register	662,283 (100%)	667,072 (100%)
Referrals	2,988 (0.4%)	4,211 (0.6%)
Investigation	2,126 (0.3%)	2,215 (0.3%)
Sanctions	925 (0.1%)	1,294 (0.2%)
Striking off	202 (0.03%)	197 (0.03%)

# Allegations going to hearings

- 
- Dishonesty
  - Patient abuse
  - Lack of competence
  - Failure to maintain adequate records
  - Falsification of records
  - Maladministration of medicines
  - Neglect and poor standard of care
  - Unsafe clinical practice


continued

## Allegations going to hearings


- 
- Poor communication
  - Failure to collaborate with colleagues
  - Failure to report incidents
  - Failure to act in an emergency
  - Serious convictions/cautions including events outside the workplace
  - Serious ill health

# Policy and standards development

## NMC policy development cycle


- 
- Phase 1 – policy formulation involving context mapping
  - Phase 2 – policy development using analysis of evidence to agree strategy and approach
  - Phase 3 – policy delivery involving writing and disseminating the policy or standard
  - Phase 4 – policy validation involving evaluation and detailed impact assessment.

## Review of the code


- 
- Complete review of the code linking it more tightly to other NMC standards, guidance and advice
  - The new code will reflect up to date practice and developments in the professions and in healthcare
  - This project is currently being scoped but is estimated for launch in early 2013



## Standards for medicines management

- 
- Develop, update and enhance existing material to reflect current legislation, policy and practice
  - Consolidate the standards for medicines and prescribing into a single document
  - Create an additional publication containing educational standards for nurse and midwife prescribers
  - Estimated launch date of June 2013

## Standards for record keeping

- 
- Clear fitness to practise trends relating to failures relating to record keeping.
  - The new publication will address significant skill shortages among nurses and midwives by developing a new standard which will change their activity from simply recording descriptions of care to justifying evidence based practice.
  - Estimated launch of early 2013.

## Standards for delegation



The aims of the publication are to:

- set absolute standards for delegation
- provide additional guidance notes for both the registered nurse or midwife and the employer
- provide a tool in the form of a decision tree to assist nurses and midwives with the delegation process

Launch date estimated in May 2012.

## Advice for nurse and midwife leaders



The specific aims of the publication are to:

- promote the code as a tool to support senior nursing and midwifery leaders
- emphasise senior nursing and midwifery leaders' responsibilities and accountability under the code
- provide a tool for senior nurses to use at board level to encourage discussion and engagement with their organisations.

Publication to be launched in February 2012

Thank you

Dr Katerina Kolyva  
Tel: 020 7681 5882