



## **RCN response to the NMC Consultation on draft strategic themes – Shaping the future 2020 – 2025**

### **Introduction**

The RCN welcomes the opportunity to respond to the second stage of the NMC consultation on the draft strategic themes for Shaping the Future 2020 – 2025. We come a progressive regulator, working with its registrants and collaborating with others. In addition, we support the inclusive approach in the development of the new strategy, giving nurses, midwives and nursing associates the opportunity to have a say on how their regulator can support them to deliver better, safer care. This will have a big impact on the professional life of all registrants and on the care they deliver.

We are of the view that all the themes are highly relevant, of equal importance and very much interrelated. However, we think that



## **Theme 1: Dynamic approach to shaping practice**

It is important that the NMC considers how it can be more responsive to the changing models of care and the different ways in which its registrants work across the UK. The Interim People Plan (2019)<sup>1</sup> highlights the important role professional regulators play in supporting the development of a flexible and professional workforce and assuring that they are both fit to practise and fit for purpose. Supporting professionalism is central to providing assurance that healthcare professionals are well equipped to deliver safe, high quality care.

We think the NMC strategy needs to reflect how it will support the development of a flexible workforce that is able to be more responsive to the changing needs of the healthcare environment. Given the current and projected nursing workforce shortages, it is essential that the NMC adapts and modernise its regulatory model and develop a more dynamic approach to prevent the unnecessary barriers that may inhibit the ability



Equally, we think that the specialist practice qualification should continue to be recognised and valued as part of the NMC strategy. To lose part 3 of the register would undermine the uniqueness and specialist skills of the role to vulnerable groups of patients



The NMC has a clear role in contributing to addressing and resolving the issues related to nursing workforce supply, recruitment, retention and remuneration; in particular, the large-scale shortages affecting the profession.

There is a need to address the negative perception that we often



We know from the research that a disproportionate number of black and minority ethnic nurses and midwives are more likely to be referred to and receive sanctions from the



Additionally, we would like to see data about workplaces utilised to identify which workplaces are responsible for disproportionate numbers of referrals. We anticipate that certain types of workplaces are more difficult for registrants and offer inadequate protections to their workforce, as reflected by increased referral numbers. Data about this will enable those workplaces to make the appropriate adjustments to protect registrants from challenging situations that lead to NMC referrals. This can make an important contribution to understanding why certain groups, such as BAME registrants, constitute disproportionate referrals to the NMC.

### **Theme 5: Closer collaboration with others**

It is important that the NMC work closely with other organisations and develop a

being delivered and registrants are expected to work. Closer collaboration will enable intelligence sharing and a greater understanding of the systemic failings that may affect individual practice. Sharing information will also support greater improvements to the