



Snapshot

Annual review of performance 2019/20



Regulator reviewed: **Nursing and Midwifery Council**

Key facts & figures:

- Regulates **nurses** and **midwives** in the **United Kingdom** and **nursing associates** in **England**
- **724,516 professionals** on its register as at 30 September 2020
- **£120** annual fee for registration

Standards of good regulation met

General Standards	5/5
Guidance and Standards	2/2
Education and Training	2/2
Registration	4/4
Fitness to Practise	4/5

We look carefully at a range of evidence to decide whether each Standard is met or not. The total number of Standards met does not on its own give the full picture of how a regulator is performing. Read the full performance review to find out more.

Find out more about our performance reviews at:
www.professionalstandards.org.uk/performancereviews

Focus on: How the NMC is meeting the Standards

For this review period the NMC has met 17 of the 18 Standards of Good Regulation. The NMC did not meet the Standard requiring its process for examining and investigating cases to be fair, proportionate and to deal with cases as quickly as is consistent with a fair resolution of the case. The NMC has met the Standard requiring all parties to a complaint to be supported to participate effectively in the process. It had not met this Standard for the previous three years.

GENERAL STANDARDS: ENSURES THAT ITS PROCESSES DO NOT IMPOSE INAPPROPRIATE BARRIERS OR OTHERWISE DISADVANTAGE PEOPLE WITH PROTECTED CHARACTERISTICS

We found that the NMC undertakes considerable work to understand and address issues about diversity. We saw evidence that it analyses the equality, diversity and inclusion data that it collects and uses the data to develop its understanding of the impact of its policies upon individuals with protected characteristics.

FITNESS TO PRACTISE: ENSURES ITS PROCESS FOR EXAMINING AND INVESTIGATING CASES IS FAIR, PROPORTIONATE & DEALS WITH CASES AS QUICKLY AS IS CONSISTENT WITH A FAIR RESOLUTION OF THE CASE

The NMC has taken longer in this review period to reach decisions about fitness to practise cases. This is particularly concerning in light of the further delays that have been caused by the NMC's need to respond to the Covid-19 pandemic, which also impacted on the final two weeks of this review period.

We also identified continuing concerns about the NMC's drafting of charges and failures to investigate or obtain and present relevant evidence. In some cases we considered that the decision reached was insufficient to protect the public. While we found these issues in a small number of cases in the context of the NMC's caseload, they have significant implications for the fairness of the process.

We have therefore concluded that this Standard is not met.

GUIDANCE AND STANDARDS: PROVIDES GUIDANCE TO HELP REGISTRANTS APPLY THE STANDARDS AND ENSURES THIS GUIDANCE IS UP TO DATE

In this review period the NMC published new standards of proficiency for midwives following an extensive period of consultation. It took into account the views of stakeholders and made changes in response to the feedback received to ensure that the new standards prioritise patient centred care and safety.

FITNESS TO PRACTISE: ALL PARTIES TO A COMPLAINT ARE SUPPORTED TO PARTICIPATE EFFECTIVELY IN THE PROCESS

During this review period the NMC has continued its work to address the concerns we identified in our Lessons Learned Review in 2018 and improve support for parties to the fitness to practise process. The NMC has put in place resources to support complainants, witnesses and registrants under investigation and the evidence available indicates that these have been well received.

While there is more work to do to review the impact of some of the significant changes the NMC has made in this area of its work, we are satisfied that the available evidence demonstrates the effectiveness of the NMC's approach.

You can find out more details in the full report which is available on our website www.professionalstandards.org.uk/performance-reviews