

Academic year 2020/21

The role of the UK Nursing and Midwifery Council (NMC) – a modern regulator

Dr Jacqui Williams,
Senior Midwifery Advisor
(Education)

NMC Nursing &
Midwifery
Council





Meet the NMC Senior Midwifery Advisors



NMC Nursing &
Midwifery
Council



Dr Jacqui Williams MA, BSc(Hons) ADM, Dip AppSS.

Jacqui Williams is a very experienced midwifery academic and practising midwife with over 30 years involvement in pre- and post- registration midwifery programmes. As an academic, Jacqui has continued to keep strong links with midwifery practice and is passionate about the unique role of the midwife and women centred care.

She is a Senior Fellow with the Higher Education Academy. She has particular area of expertise in quality assurance. Her education interests are in open and distance learning and she has created resources for open access repositories including developing a unique midwifery repository.

Jacqui is also an experienced midwifery expert witness.

Her doctoral work researched whether resilience develops or not in student midwives as they navigate the undergraduate midwifery programme.

Jacqui's current role is to support the adoption of the new midwifery education standards and the wider work on midwifery matters across the NMC.



Verena Wallace MBE

Verena Wallace was appointed as the NMC's Senior Midwifery Adviser (Policy) in January 2019. Most recently Verena was the Midwifery and Children's Nursing Officer at the Department of Health in Northern Ireland. She was the Local Supervising Authority Midwifery Officer (LSAMO) for nine years until 2015, having previously held senior roles in England as a Deputy Chief Nurse, Head of Midwifery and Consultant Midwife for Public Health.

Verena trained as a general nurse in Belfast and has worked as a midwife in Scotland, England and Northern Ireland.

Aims of the session

- To review the role of regulation in midwifery practice
- To be introduced to the role of the NMC in modern day regulation
- To highlight how the NMC can support when you join register.
- To introduce the new Standards of Proficiency for Midwives (2019)

Midwives pre-registration

- Use a search engine using terms '*historical images of midwives*'
- What do you observe? Some alarming figures? Some officious figures?
- Practice regulated or not?
- Many pictures show women being cared for by others, even far back in history

History of regulation

- Word '*midwife*' can be traced back to Anglo-Saxon times
- Legal recognition and regulation of midwifery in Britain is as recent as 1902 (Ireland 1918)
- 1902 Midwives Act, full effective April 1905
- Act drafted against background of Edwardian society – some practitioners were prostitutes and reputedly paid in gin
- Prior to the Act – untrained, unqualified and uncertified

Central Midwives Board

- Issued a certificate and for laid down the conditions for admission to the new roll of midwives
- Cabinet Minister was Lord President of the Council
- First Board: 4 doctors (one appointed by the incorporated Midwives Institute), a woman appointed by the minister, another member appointed by County Council, one by the Queen Victoria's Jubilee Institute for Nurses and one by the Royal British Nurses Association

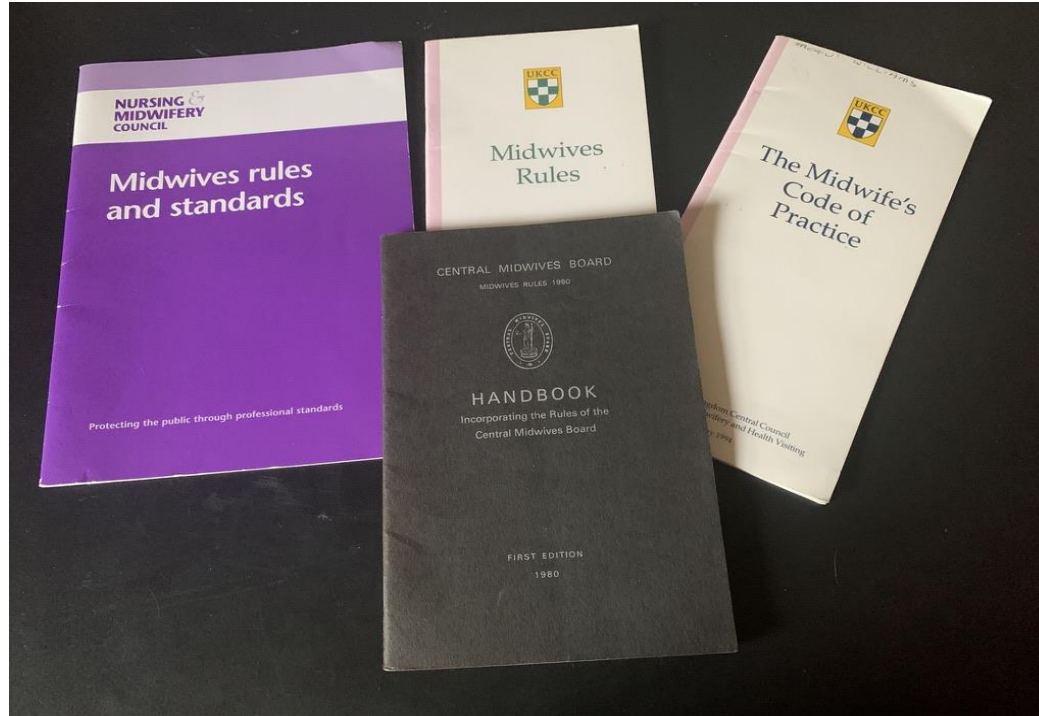
Purpose of the 1902 Act

- 'A woman could not call herself, not practice as a midwife unless she was certified under the Act'
- Until 1 April 1910 - a woman could still practice if she did not call herself a midwife or imply she was one
- Central Midwives Board responsible for admission to a new roll of midwives which the Act enabled to be established.
Criminal offence to practice if name not on the roll

How regulation has changed

- 1983 United Kingdom Council for Nursing and Midwifery and Health Visiting replaced the General Nursing Council for England and Wales by the Nurses Registration Act 1919, the Central Midwives Board and seven other bodies
- UKCC maintained the register
- 4 National country boards to monitor quality of education

Regulation of midwives throughout the years



N.B.

- Midwifery is a distinct profession
- Has own standards of proficiency and part of the register
- '*Midwife*' is a protected title
- Protected legal function associated with the title

Nursing and Midwifery Council

- Nursing and Midwifery Order 2001
- Order grants Council some rule making powers
- NMC's rules is below the Order
- While the Order and Rules require parliamentary process to change them, NMC can introduce and amend standards
- Must carry out a consultation before changing any standards

Current regulation of midwives

- NMC is a professional regulator
- Exists to protect the public
- Maintain a register of qualified midwives
- Sets standards for education, training, conduct and performance of midwives
- If an allegation is made that a registered midwives is not fit to practice NMC has a duty to investigate and where necessary take action

Our core role is to regulate

Professional Practice

We set the education **standards** for nursing and midwifery, and we **quality assure** education programmes to ensure they meet these standards. We also set standards of proficiency for nurses midwives and nursing associates. Our **revalidation** process helps make sure they keep developing their knowledge and expertise in line with the Code, and demonstrate their practice is safe and effective.



**Safe, kind and effective
nursing and midwifery,
improving everyone's
health and wellbeing.**



Promote and uphold the highest professional standards in nursing and midwifery to protect the public and inspire confidence in the professions.



Professional Regulation

We maintain the **register** of more than 700,000 nurses, midwives and nursing associates eligible to practise. We also **investigate** when nursing or midwifery care goes wrong – something that affects less than one percent of professionals each year. We believe in giving professionals the chance to address concerns, but we'll always take action when needed.

The NMC's 2020 - 2025 Strategy

- Our new strategy sets out our vision for the future
- Our purpose is to promote and uphold the highest professional standards in nursing and midwifery to protect the public and inspire confidence in the professions
- Our new strategy, is based on our three key roles:
 - Regulate
 - Support
 - Influence



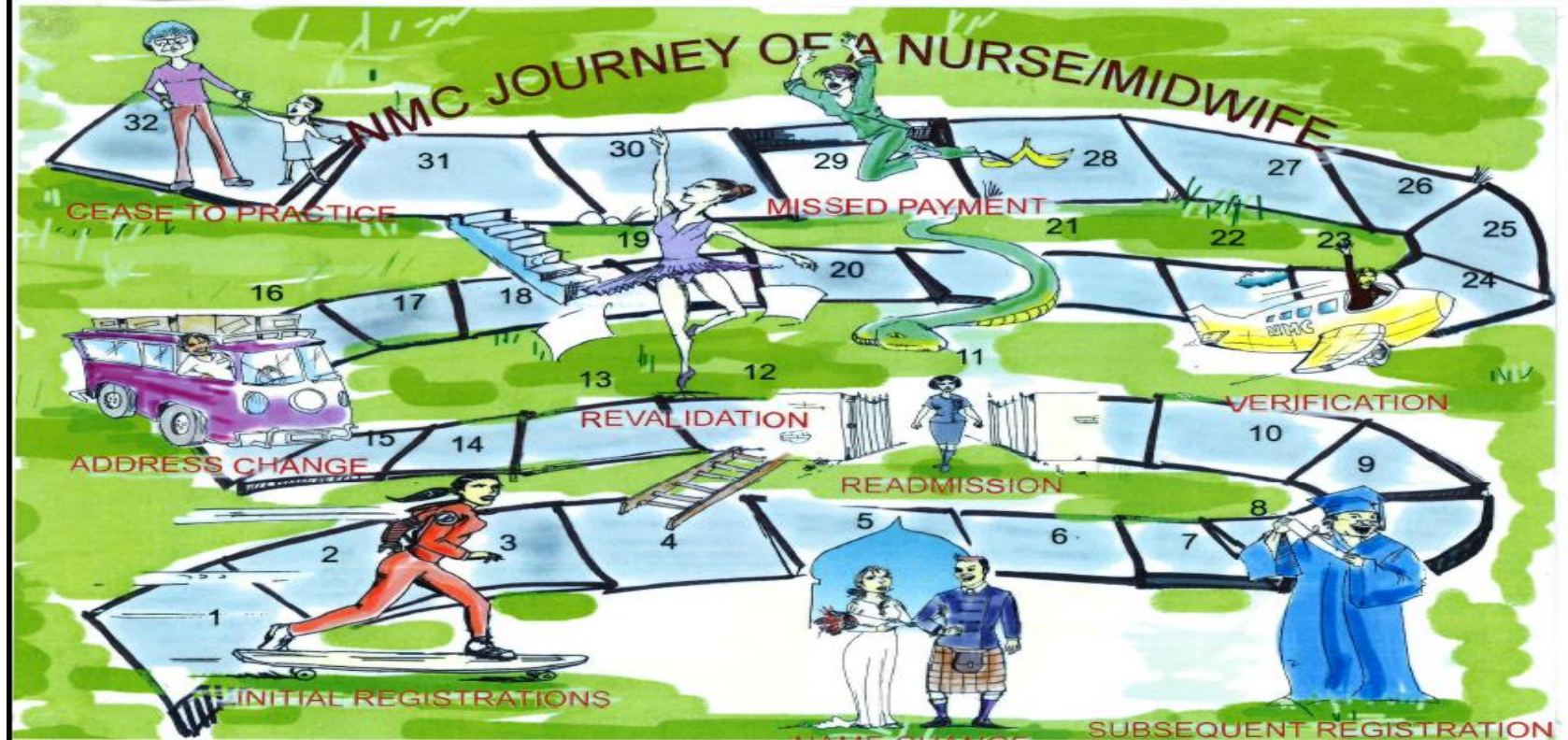
Our Register

Total Effective Practitioners as on			
	31/03/2020	31/08/2020	30/09/2020
Midwife	37,918	37,857	38,855
Nurse	669,854	669,795	675,803
Nurse & Midwife	7,142	7,192	7,151
Nursing Associate	1,693	2,603	2,707
Total	716,607	717,447	724,516

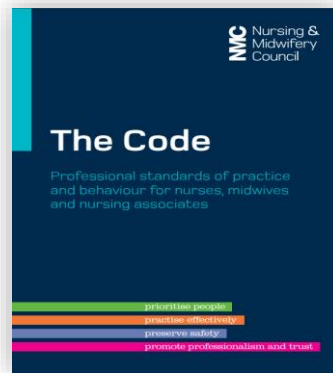
Where our registrants come from



The registrant's journey



The Code



We shape the practice of the professionals on our register by **developing and promoting standards** including our Code.

One Code – arranged in four themes

We promote lifelong learning through **revalidation**, encouraging professionals to reflect on their practice and how the Code applies in their day to day work.

Revalidation takes place every three years and includes:

required practice hours, minimum required CPD hours, five reflections on practice in line with the Code, professional discussion, professional confirmation

Practising as a Midwife in the UK

- An information document about our approach to regulation of midwives
- Contains sections on education of midwives, registration & revalidation, Standard & guidance and fitness to practice.

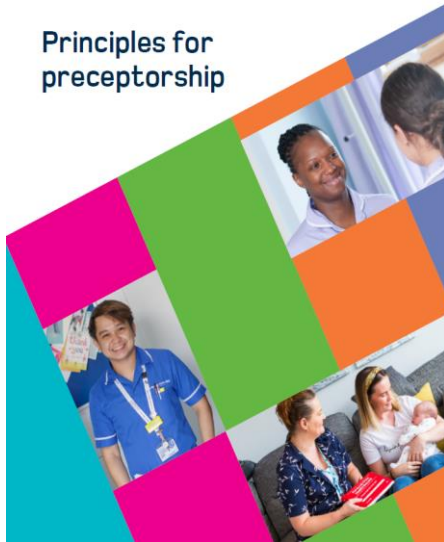


An overview of midwifery regulation

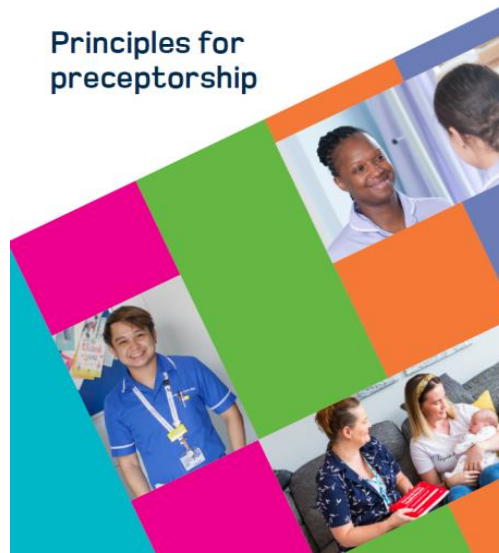
<https://www.nmc.org.uk/about-us/our-role/who-we-regulate/midwi>

Our aim is to support the integration of new registrants

Principles for
preceptorship



Principles for
preceptorship



Preceptorship

- Emerged as an important issue and concern during our consultations
- Agreed undertaking when Council approved publication of our Future Midwife standards in October 2019
- We created the principles in collaboration with the four Chief Nursing and Chief Midwifery Officers in the UK
- Preceptorship is the structured start for newly registered nurse, midwives and nursing

Principles of Preceptorship

It helps newly qualified registrants:

1. Translate their knowledge into everyday practice
2. Grow in confidence
3. Apply the Code in their day to day work

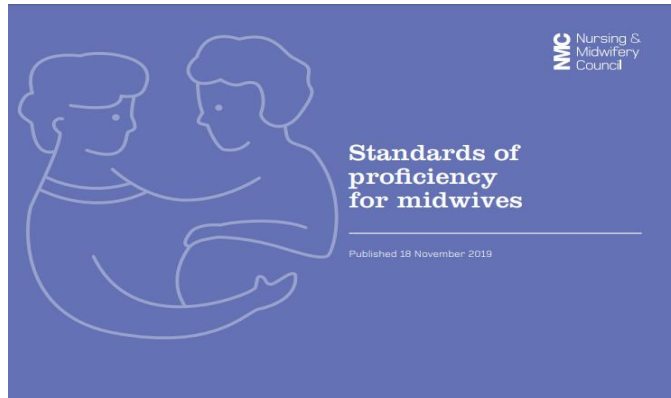
It is not a substitute for:

- appraisals
- a formal induction
- mandatory training, nor is it to be used to
- re-test or repeat any knowledge and skills that a professional needs to register with the NMC

Regulatory aims for education standards

- Enhanced outcome based requirements
- Future proof and agile
- Evidence based regulatory intervention
- Right touch regulation – proportionate
- Measurable and assessable
- Equality and diversity embedded
- Enables innovation in education and practice
- Concise and clear - NMC style and language

New future midwife standards



Enabling educators and midwives of the future to provide innovative education & the best and safest care for women & newborn infants

How are our proficiencies developed?

- Reviews of current best evidence, key reviews and reports
- Widespread engagement with all relevant constituencies, and systematic analysis of the findings of this engagement
- Consideration of core design principles
- Consideration of the evidence-informed framework for quality maternal and newborn care from The Lancet Series on Midwifery.

The Thought Leadership Group



- Experts and representatives from across a broad range of backgrounds, including:
- Midwives, student midwives, advocates, managers, policymakers, educators and other health and care professionals
- 10 meetings over more than two years

External engagement



What should the future of midwifery education look like?

Join us for a twitter chat!
Thursday 25 April
7.00 - 8.00pm

NMC Nursing & Midwifery Council

Council of Deans of Health

@nmcnews | #futuremidwife | @councilofdeans



What do midwives of the future need to know to provide the best and safest care?

Get involved #futuremidwife

NMC Nursing & Midwifery Council



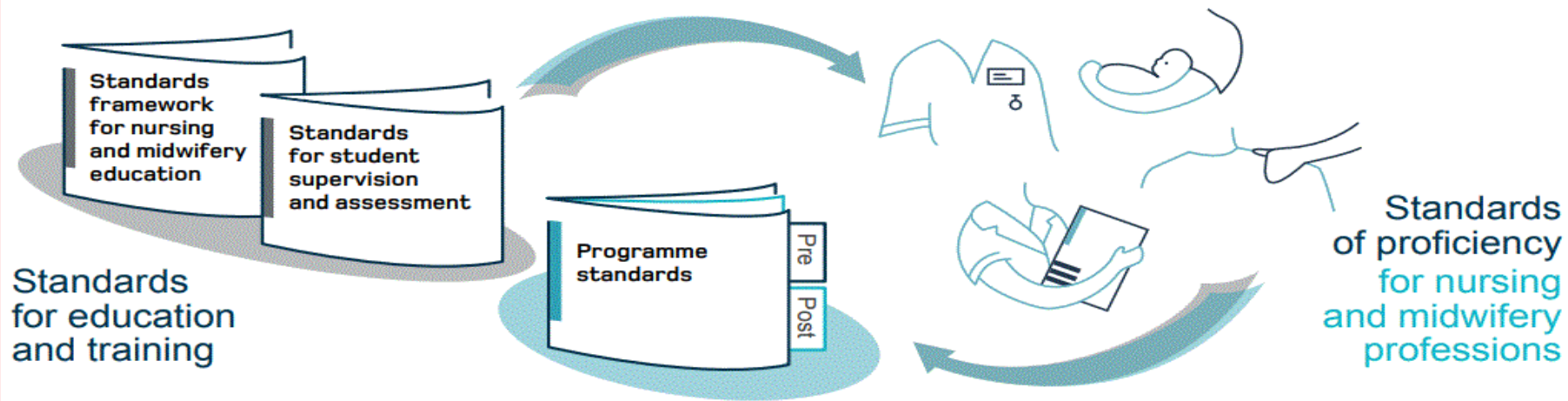
External engagement

- 600+ people in all four UK countries involved in **pre-consultation** engagement activities
- 3,000+ people engaged at events or online in **consultation** opportunities
- 1,600 responses to our consultation survey
- More than 1,000 responses from the public

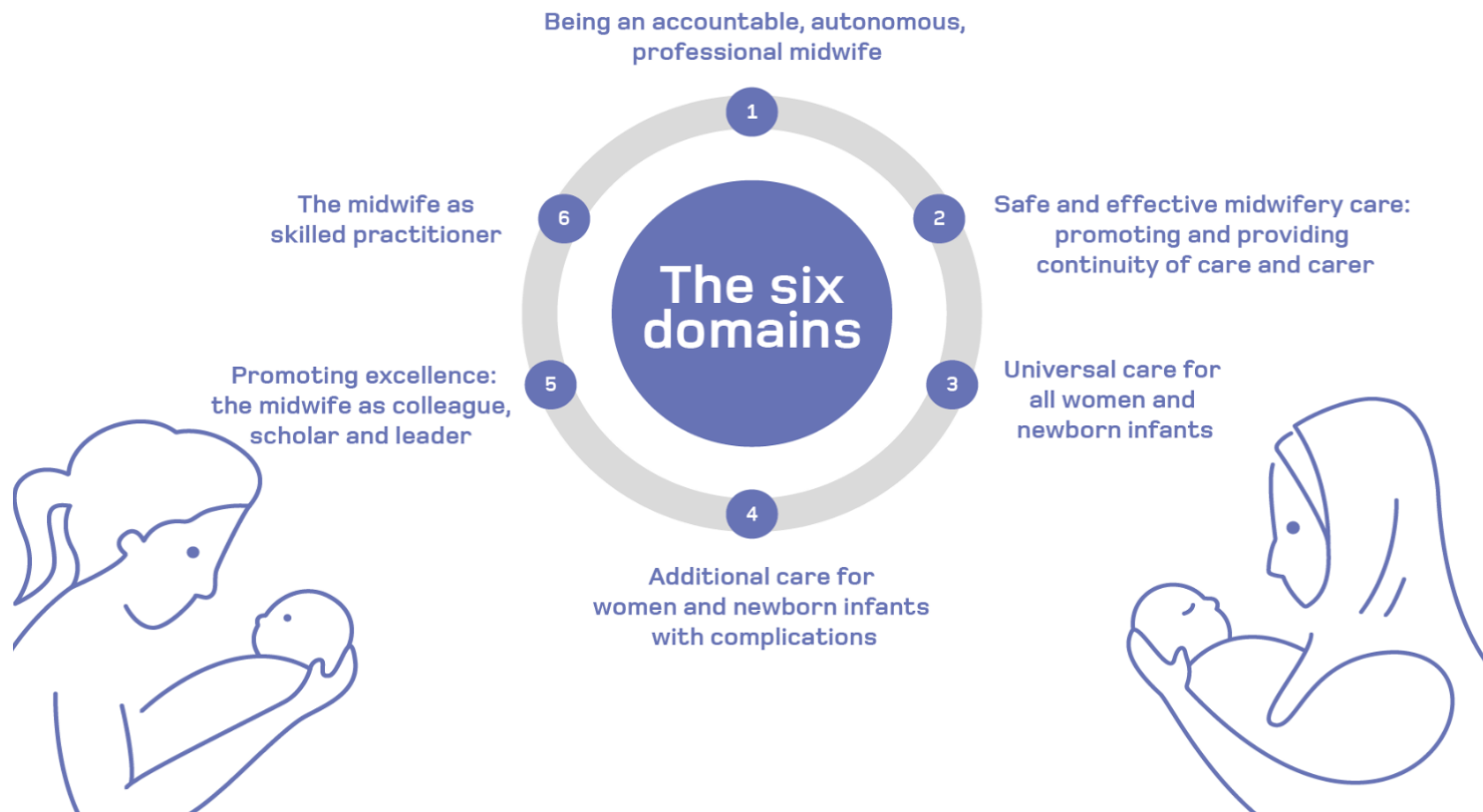
External engagement



Structure of the new standards



Standards of proficiency for midwives (2019)



Key themes run throughout the domains (1)

- Evidence-based care & the importance of staying up-to-date with current knowledge
- The physical, psychological, social, cultural, and spiritual safety of women & newborn infants
- Communication & relationship building, working in partnership with women
- Enabling & advocating for the human rights of women & children, the views, preferences, & decisions of women, partners and families.

Key themes run throughout the domains (2)

- Working across the whole continuum of care and in all settings & understanding the woman's & newborn infant's whole maternity journey
- Providing continuity of care & carer
- Optimising the normal processes of reproduction & early life
- Ensuring that women, partners & families have all the information needed to fully inform their decisions
- Anticipating, preventing, & responding to complications and additional care needs.

Key themes run throughout the domains (3)

- Public health, health promotion & health protection
- Understanding and working to mitigate health & social inequalities
- Interdisciplinary & multi-agency working
- Protecting, promoting & supporting breastfeeding
- The impact of pregnancy, labour & birth, postpartum, infant feeding & the early weeks of life on longer-term health & well being.

Key considerations for new midwifery programmes

- Continuity of carer
- Supervision and assessment
- Simulation
- Full systematic examination of the newborn
- EU Directive
- MPAD – All England and NI, Wales and Scotland
- Different routes & exit awards – BSc (Hons), MSc, shortened, apprenticeship
- Transition arrangements for current students

What do these new standards mean for midwives?

- Clearly articulates the role of the midwife reflecting best evidence
- The central role of the woman, her partner and family
- A benchmark for your practice and development of maternity service reflecting the current national agendas
- Your continuing professional development
- Supervision and assessment of student midwives.

Thank you

Contact:

jacqui.williams@nmc-uk.org

verena.wallace@nmc-uk.org

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