

Principles for Advanced Practice

Primary Care Show

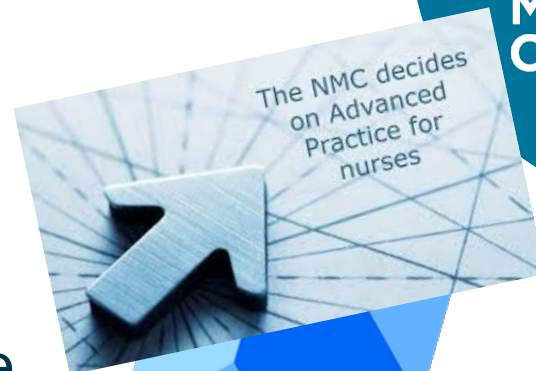
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15 May 2025



Outline of presentation

- The review of Advanced Practice
 - The review so far
 - Principles for Advanced Practice
 - Timelines and next steps
- Reflections and Questions



A time of transformation and culture change



How concerns raised will be independently investigated

15.11.23
We are close to finalising the terms of reference for Ijeoma Omambala KC's investigations into concerns about fitness to practice cases reported in The Independent, and the way the NMC responded to those concerns when they were first raised.

Council approved the terms of reference at its **meeting on 22 November 2023**. The approved terms can be found [here](#).

We appointed Ijeoma in October following a rigorous process in which we had discussions with a range of individuals with extensive regulatory, employment and public law experience. We have since been working with Ijeoma to shape terms of reference for her investigations. As part of that she has met with our internal advisory group, Council, Executive Board, and colleagues supporting the investigations.

The details for the appointment of Ijeoma Omambala KC are available on the NMC website.



Nursing & Midwifery Council

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Home > News > News and updates > NMC to seek next Council Chair

NMC to seek next Council Chair

27.09.24
The Nursing and Midwifery Council (NMC) will shortly launch the process to appoint the next Chair of Council. Sir David Warren will end his term at the point that a successor is ready to take up the post.

Sir David Warren said:

Equal Group's Mac Alonge to advise NMC Executive Board and Council

03.10.24
The NMC has appointed Mac Alonge from The Equal Group as the equality, diversity and inclusion (EDI) advisor to the Executive Board and our Council for an initial period of three months.



Mac is an experienced strategic and regulatory consultant, having spent the last 10 years working within the energy and utilities industry. Mac and The Equal Group are focused on providing organisations with the tools and support they need to enhance their equality, diversity and inclusion efforts, helping to build a more equitable and inclusive future.

The NMC **committed to making this appointment** following the recent independent culture review, which found that there are colleagues who have experienced racism and other forms of discrimination, bullying and harassment.

Mac will have his first meeting with the Executive team and Council in

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How the NMC proposes to transform its culture and regulatory performance

20.09.24
The NMC has set out how it intends to transform its culture following the recent independent review, and will discuss the proposals with its governing Council next week (24 September).

The review found serious failings in our culture and regulatory work. We and our Council have apologised and accepted all 36 of the review's recommendations.

To deliver sustainable change, we recognise that we must prioritise our colleagues and culture. Eliminating the problems and transforming our culture successfully will take time. We are proposing a multi-year culture transformation programme alongside significant improvements, at pace, to our regulatory casework in order to improve outcomes for the public and professionals.

Transforming colleagues' experience of working at the NMC

We want equality, diversity and inclusion (EDI) to be at the heart of everything we do which means we need to get better at eliminating poor behaviours, including racism and other forms of discrimination at the NMC.

Paul Rees MBE appointed NMC Interim Chief Executive and Registrar

18.11.24
Healthcare leader Paul Rees MBE will oversee the establishment of the NMC's culture and performance, as the regulator's new Interim Chief Executive and Registrar.



Paul has a wealth of experience in improving organisational performance as a leader in healthcare. He joins the NMC from the National Pharmacy Association, where he has been Chief Executive since November 2023. Prior to that he was Chief Executive of the Royal College of Psychiatrists (RCPsych) and Director for Policy and Engagement at

Professional Practice

Review of Practice Learning

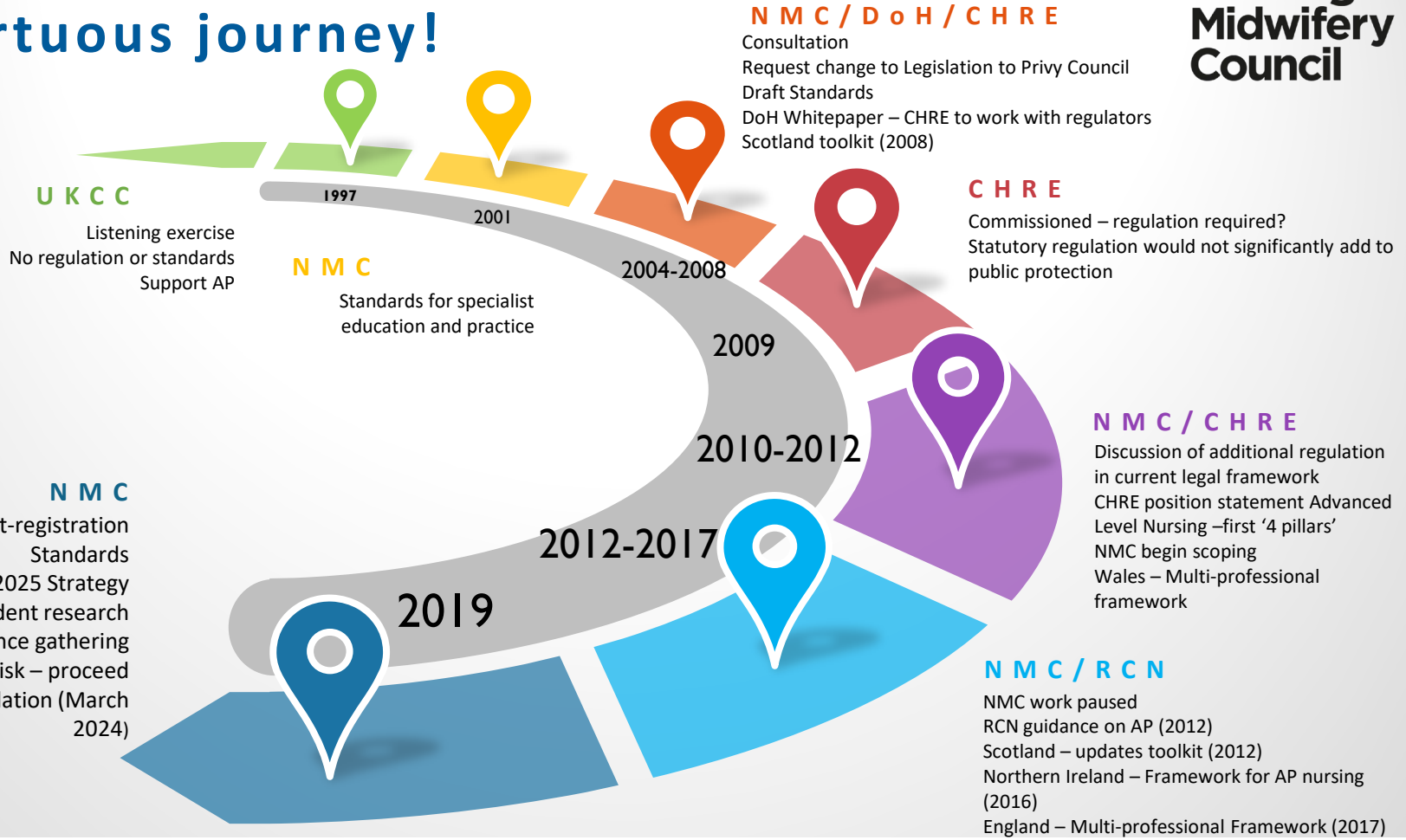
Review of Advanced Practice

Review of the Code and
Revalidation process

Eductaion Quality Assurance

Review of Advanced Practice

Regulation of Advanced Practice – a tortuous journey!



Context

All nurses, midwives and nursing associates practising in the UK are required to be on our register – **this includes those working in AP roles**

Our register doesn't **identify** those practising in AP roles

We **don't** set standards for AP or approve AP programmes

There is **no** standardised or agreed definition of AP in the UK

Variation in role across employment settings and educational preparation add to risk

Four country workforce plans clear about **growing** the AP **workforce** + **frameworks** in place

Discovery and Phase one of the review



Independent international research – risks associated with AP and whether regulation could mitigate those risks – Nuffield Trust Report

Focussed on whether **additional** regulation of AP professionals was needed to protect the public

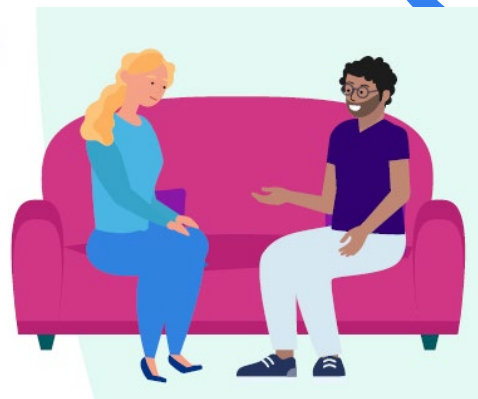
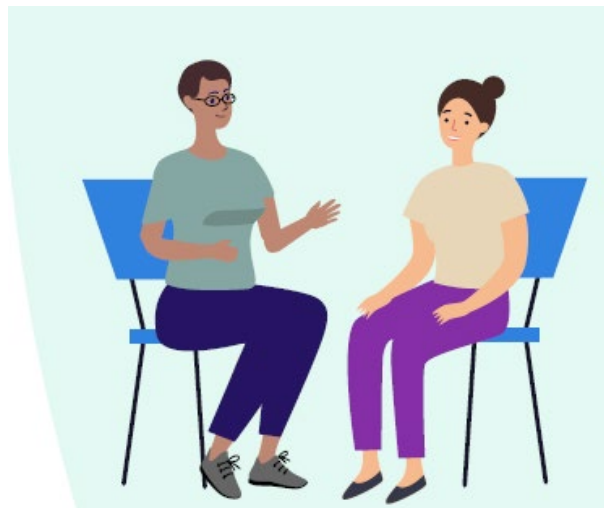
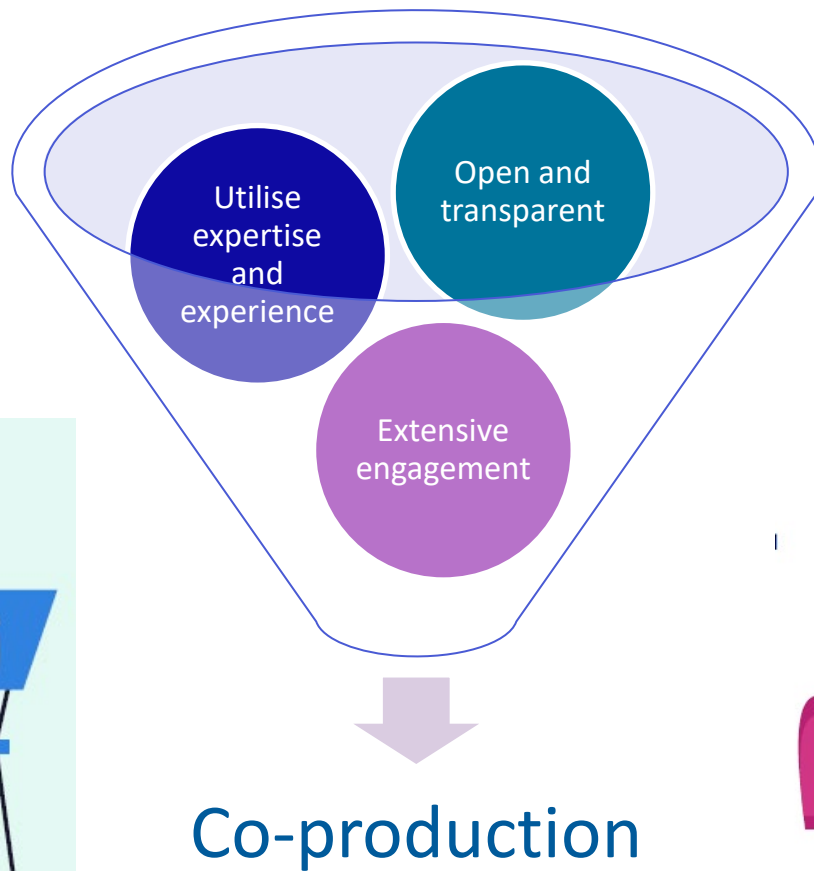
Sought further evidence:

- Nine key lines of enquiry
- Commissioned literature reviews and independent research
- Stakeholder engagement – independent thematic analysis

Developed regulatory approaches and undertook options appraisal

Independent Steering Group reviewed evidence and reached consensus for recommendations to Executive Board, the Council

Our approach



What we heard from Primary Care Nurses

“

Really high risk in primary care – lack of governance and not always clear that APs have the right qualifications, education and experience

“

Lack of support when needed and lack of understanding of the role by GPs and Practice Managers

“

Focus on clinical practice, limited time for other pillars of AP, as well as time for CPD. Lack of access to funding/training opportunities

“

Often a lack of standardised approach to governance – this makes it difficult to challenge where you might feel an AP perhaps doesn't have the right skills

“

Regulation seen as a way of raising the profile and empowering APs to speak up with confidence about their professional needs. Standards of proficiency welcome

“

Concerns about pay and multi-professional AP roles within primary care

Phase 1 research evidence



Widespread positive recognition of the AP role and its importance in the health and care system

Improved quality of care, support enhanced capacity, help relieve service pressure, support career progression, retention and workforce development plans



Concern around variability and inconsistency of the AP role continues

Across education and training, qualifications, roles and responsibilities, governance processes – all seen as risks for the public, professionals and employers



Concern around lack of standardisation of the role and ongoing assurance of competence and capability

Consensus across all groups of the risks to public protection of maintaining the status quo



Additional regulation is an opportunity to **reduce variability, provide consistency, enhance public perceptions**, strengthen confidence and trust, and **provide clarity** across sector

NMC seen to play a key role in **mitigating risks** from variability and inconsistency through **additional regulation**



Professionals would feel **supported** in developing and delivering the AP role

Public are clear they would be **confident** that APs have met required standards, are **competent and capable** in their roles



In favour of **objective measurable approaches** to additional regulation and **building** on existing mechanisms – **no single approach able to mitigate all risks**

The Review of Advanced Practice



For more information on what we've done during the ***Discovery*** and ***Phase 1*** of the Advanced Practice review, please visit our website [here](#)



We've published all of the evidence from the work so far



Council decision and Phase 2

In March 2024, Council agreed that.....



Additional regulation of advanced practice **is needed** for both nursing and midwifery professionals and agree to proceed to phase two of the AP review

Phase 2 – develop additional regulation

Development of additional regulation

1

Develop and finalise a set of regulatory principles for AP which include a definition of AP that is clear to the public

2_a

Draft standards of proficiency for AP professionals

2_b

Draft and finalise associated education programme standards for AP

3

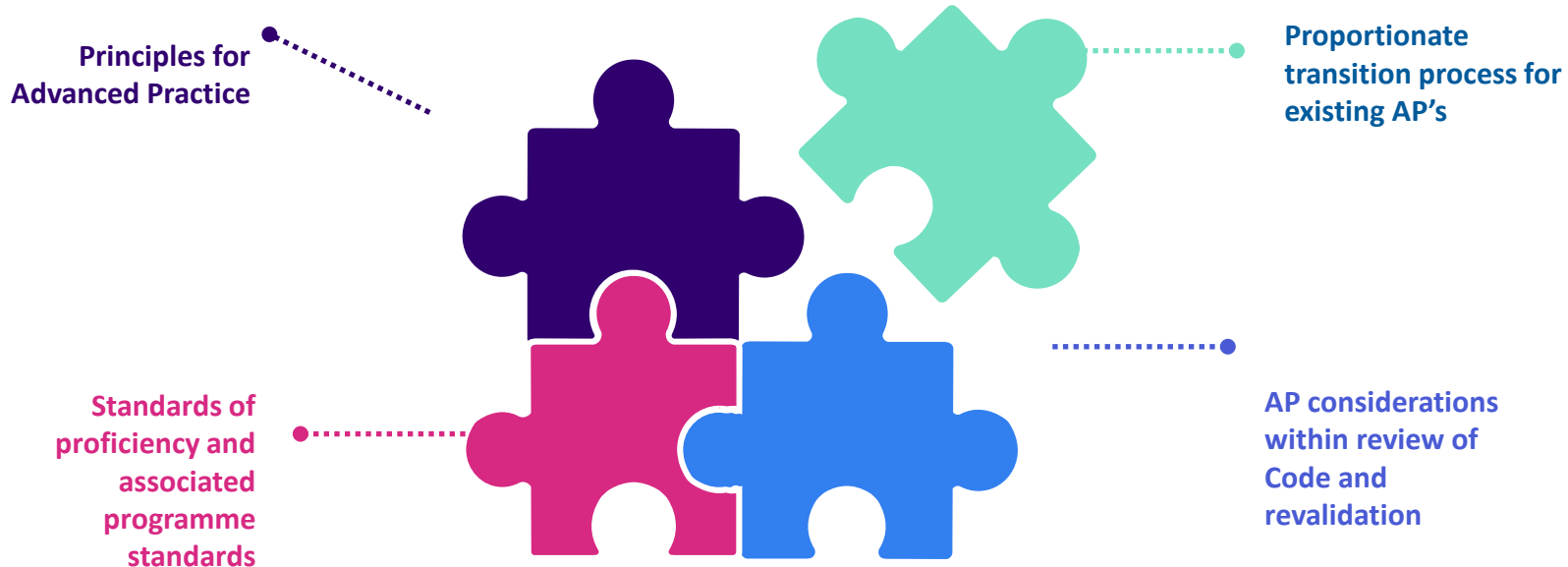
Develop a proportionate approach to recognise existing AP professionals

4

Include AP considerations in the planned review of the Code and revalidation

What does additional regulation of Advanced Practice look like

Additional regulation will be delivered once all of the parts have been finalised, agreed by Council and implemented



Additional Regulation of Advanced Level Practice for Nurses and Midwives

Annotation on the Public register



Once an individual meets the Standards of Proficiency

Approved education programme

Transitional process



Can meet the Standards of proficiency through one of two distinct pathways

Standards of Proficiency

(specify the knowledge and skills that registered professionals must demonstrate when caring for people of all ages and across all care settings)



Regulatory Principles for Advanced Practice (including a 'public first' definition)

Key considerations for this work

- **Multi-professional** learning and working – our role and responsibilities
- **Four country frameworks** and **workforce plans**
- **IENTMs** – different qualifications and regulatory approaches
- The complexities of the **current landscape** – many organisations offering accreditation or credentialing for AP
- HEIs have **established** AP programmes
- Nursing and midwifery at different stages in the AP journey
- Ensuring **phased approach** – **managing expectations**
- Consideration of **specialisms**



Principles for advanced practice

These principles include a definition
of advanced level practice

June 2025

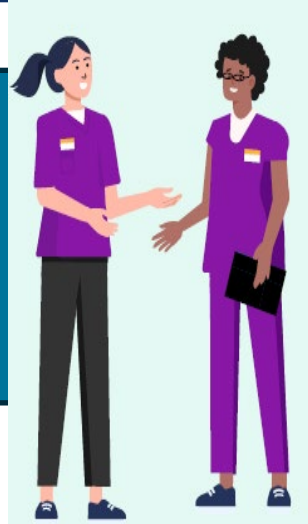
Principles for Advanced Practice

Public first
definition of
AP

Describes a nurse or midwife working at an advanced level in a way that is clear to the public

Regulatory
Principles
for AP

Broad, high-level statements, what good looks like from a regulatory perspective – for individuals and employer organisations



Outputs and Approach

- Develop and agree a *definition* of advanced practice
- Develop and agree NMC *principles* for advanced practice
- Aligned to the key design principles
- Consideration to four country AP frameworks
- Consideration to and alignment with other NMC standards
- Consideration to the work of the joint regulatory group
- Country working groups and public advisory group



Summary of Stakeholder engagement

Professionals



3, 130 nurses and midwives across setting and roles, Royal colleges, system regulators,

Public and people who use services



80+ individuals and groups through public advisory group, survey, maternity service users, NMC public voice forum, charity/advocacy networks

Organisations included the Birth Partnership, National Maternity Voices, Diverse Cymru, Women's Advocacy Network, HC-One, Erskine Care, Dimensions, Great Ormond Street Hospital, Stow Care, Achieve Together, Nightingale Hammerson, Cambridge University Hospital NHS Trust, NHS North Central London ICB, Diverse Connection, members of the public/family members of people receiving services



Joint health and care professional regulators group

Final Principles for AP

Definition



What's Included?



Individual professional

These principles provide **clear expectations** for advanced level practice across a range of roles and settings. These roles can span wide areas of health and social care aligned to local and national legal, regulatory, professional and educational requirements

Employer organisation

The principles within this section apply to **organisations** that **employ** individual practitioners working at advanced level, including educational organisations and those that manage the learning and working environments of individual APs

Clear expectations across range of roles and settings

All those who employ AP – HEIs, self-employed, and effective governance expectations (support, supervision, professional development and training)

Next steps and timelines

Timeline for review of Advanced Practice



Principles for Advanced Practice

Council March 2025
Launch 3 June 2025



Review and modernise the Code and revalidation

Public consultation
July – Oct 2026
Launch October 2027



Standards for Advanced Practice – Standards of
proficiency and associated programme
standards

April 2027 – 2028



Development of transitional approach for
current APs

Continuing 2025/26
Finalise in line with
standards

What the future looks like

Clear expectations for members of the public, employers and professionals

Nurses and midwives working at an advanced level in the UK and meeting our standards of proficiency will be registered on the public register

Education institutions will be required to demonstrate that their AP programmes meet our standards

Health and social settings will be clear about best practice in AP and have governance in place through the Principles for AP

In the future, nurses and midwives wishing to become an AP will be required to undertake a programme of education that is approved by the NMC

Improved patient safety and public protection for those being cared for by APs

What does this mean for me?

- Professional regulation of Advanced Practice is coming
- Principles for AP in all health and social care settings will be launched 10 June 2025
- We're working with system regulators across the four nations to influence implementation of these, as well as CNO/CMidOs and others
- Professionals working as APs need to start collating their evidence



Thank you

Any questions?

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