

# NMC and professional behaviours

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# Who are we?

We're the independent regulator of all nurses and midwives in the UK and nursing associates in England

45,198	<b>Midwives</b>
778,340	<b>Nurses</b>
11,551	<b>Nursing associates</b>

**Total register = 841,367**



Figures as of 30 September 2024

# NMC's core functions

## Fitness to Practise

When an individual is alleged to be unsafe or otherwise unsuitable for continued registration we take action, so that the public can have confidence in the quality and standards of care provided by nurses and midwives

## Revalidation

Revalidation is the process that all nurses and midwives in the UK need to follow to maintain their registration with the NMC

## Registration

We maintain a register of all nurses and midwives who meet the requirements for registration in the UK



## Education

We approve and assure programmes of nursing and midwifery education

prioritise people

practise effectively

preserve safety

promote professionalism  
and trust

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**Nursing &  
Midwifery  
Council**

## Code and standards

We set the standards for education, training, conduct and performance so that nurses and midwives are able to deliver high quality healthcare consistently throughout their careers

# The Code and professional behaviours



Examples from the Code	
<b>Promote professionalism and trust</b>	<p>You <b>uphold the reputation</b> of your profession at all times.</p> <p>You should <b>display a personal commitment to the standards of practice and behaviour</b> set out in the Code.</p> <p>You should be a <b>model of integrity and leadership</b> for others to aspire to. This should lead to trust and confidence in the profession from patients, people receiving care, other health and care professionals and the public</p>
<b>Practise effectively</b>	<ul style="list-style-type: none"><li>• deal with differences of professional opinion with colleagues by <b>discussion and informed debate, respecting their views and opinions</b> and behaving in a professional way at all times</li><li>• 'support students' and colleagues' learning to help them <b>develop their professional competence and confidence</b></li></ul>
<b>Prioritise people</b>	<ul style="list-style-type: none"><li>• "treat people with <b>kindness, respect and compassion</b>"</li><li>• "<b>respect and uphold</b> people's human rights work in partnership to with people to make sure you deliver care effectively"</li></ul>

# NMC guidance: Enabling professionalism



**Enabling  
professionalism**  
in nursing and  
midwifery practice



- This document sets out what professionalism looks like in everyday practice through the application of the Code.
- The development of this was led by the four Chief Nursing Officers and brought together nursing and midwifery leaders from across the UK in 2018.

## Upholding individual professionalism

In addition to the environmental considerations that can have an impact on the ability of a nurse or midwife to act professionally, the individual practitioner is responsible for upholding his or her own professional practice through:

### Learning and developing continuously by:

- Making the most of opportunities through revalidation via existing supervision and appraisal systems
- Access to necessary resources to support professional development
- Promoting a learning culture for others

### Being a role model for others by:

- Demonstrating and articulating clearly what professionalism looks like in practice
- Demonstrating positive behaviours and attitudes towards diversity
- Working within a clear professional career framework
- Supporting colleagues and students
- Celebrating personal success and that of others
- Developing people to take on senior roles and supporting those in senior roles
- Treating others with a positive regard
- Providing meaningful and constructive feedback to others



Enabling professionalism in nursing and midwifery practice | 5

### Enabling person-centred and evidence-informed practice by:

- Incorporating up-to-date evidence in daily practice
- Sharing and disseminating evidence-informed practice
- Participation in the generation of new evidence and working innovatively
- Lobbying for change and improvement

### Leading professionally by:

- Seeking connection to and support from professional bodies and organisations
- Developing self to lead strategically
- Developing others to lead strategically
- Supporting those in leadership

### Supporting appropriate service and care environments by:

- Raising concerns when issues arise that could compromise safety, quality and experience
- Supporting others to raise concerns appropriately
- Defining and understanding clear referral pathways to support standards of professional practice
- Delegate tasks and duties safely
- Identifying appropriate professional support networks for self and others
- Working collegially with other professions



## When things go wrong...

- Unprofessional behaviours are any interpersonal behaviour by staff that causes distress or harm to patients or other staff in the health care workplace (Aunger et al 2023) (Maben et al, 2022)
- Include a large range of behaviours as: incivility; microaggressions; harassment, and bullying (Aunger et al 2023)
- Major health inquiries have found cultures in which unprofessional behaviour is tolerated contribute to safety breaches & poor patient outcomes (Francis, 2013) (MacLean 2014).

# Contexts, mechanisms and outcomes of unprofessional behaviours

## Contexts

Workplace  
disempowerment

Harmful workplace  
processes and cultures

Inhibited social cohesion

Reduced ability to speak  
up

Lack of manager  
awareness and urgency

## Mechanisms

Increased  
likelihood for staff  
to engage in  
unprofessional  
behaviours

Reduced ability  
to cope with  
unprofessional  
behaviour

Reduced ability  
to report,  
challenge, or  
address concerns

## Outcomes

Increased presence  
of unprofessional  
behaviour

Reduced staff  
wellbeing

Reduced patient  
safety

Reduced care  
quality and  
experience



# Regulatory responsibility



# Thank you

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