

NMC and professional behaviours

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

45,198 Midwives

778,340 **Nurses**

11,551 Nursing associates

Total register = 841,367



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



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	
Promote professionalism and trust	You uphold the reputation of your profession at all times. You should display a personal commitment to the standards of practice and behaviour set out in the Code. You should be a model of integrity and leadership 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
Practise effectively	 deal with differences of professional opinion with colleagues by discussion and informed debate, respecting their views and opinions and behaving in a professional way at all times 'support students' and colleagues' learning to help them develop their professional competence and confidence
Prioritise people	 "treat people with kindness, respect and compassion" "respect and uphold people's human rights work in partnership to with people to make sure you deliver care effectively"

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.

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



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 collegiately with other professions

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











 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

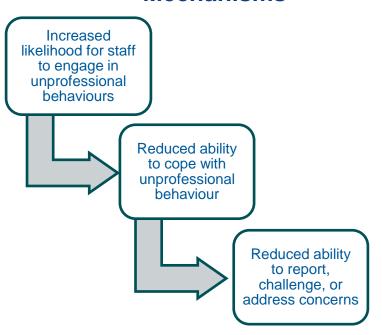
Harmful workplace processes and cultures

Inhibited social cohesion

Reduced ability to speak up

Lack of manager awareness and urgency

Mechanisms



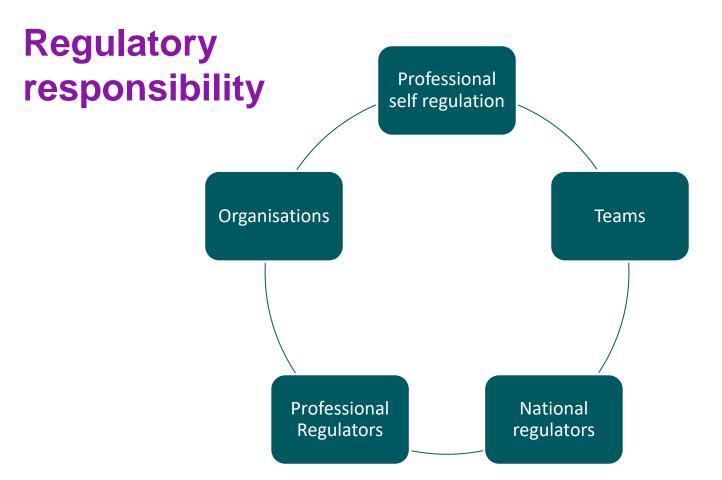
Outcomes

Increased presence of unprofessional behaviour

Reduced staff wellbeing

Reduced patient safety

Reduced care quality and experience







Thank you