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To whom it may concern,

Response to Development of Social Care Wales Registration Rules and Fitness to Practise Rules

The Royal College of Nursing Wales are grateful for the opportunity to respond to this consultation and we would like to highlight a number of concerns relating to its content.

We note that as part 6 of the Social Care Wales (Registration) Rules it will be a requirement that an individual who is a manager of a care home service for adults who is also a First Level Registered Nurse and does not hold a Level 5 Diploma in Leadership for Health and Social Care Services, will have to register with Social Care Wales. This will mean a requirement for nurses in this situation to be dual registered with both the NMC and Social Care Wales. Whilst we understand that this is not a new requirement and is one that is already in place, we wish to restate our previously expressed opinion that this is an unnecessary administrative and financial burden for nurses in this position.

In addition to this, dual registration has the potential to result in duplication and complication when it comes to issues such as fitness to practise or appeals. In these instances, it is important to have clear protocols in place whereby the NMC and Social Care Wales communicate and work closely to resolve issues effectively.

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The existing Memorandum of Understanding (MoU) between the NMC and the Care Council outlines the need for transparency and openness between the two organisations, and also describes protocols in terms of cross-referral of concerns, exchange of information and collaboration. The MoU also addresses the specific issue of instances where investigations or inquiries being conducted by the NMC and the Care Council relating to an individual who is regulated by both bodies may coincide. As is stated in the MoU, it is vital in these situations that activities surrounding the investigation are complementary, that information is shared, that evidence is not contaminated and that there are no breaches of confidentiality. Whilst both bodies will have to work closely together, investigations and inquiries must remain separate. The Royal College of Nursing maintains that it is essential that these requirements should be properly reflected in the rules that are being consulted on now.

Furthermore, it is unclear from our perspective as to why no other profession from the multi-disciplinary team is included in the requirements as outlined in Part 6 of these draft rules. It is entirely feasible that an occupational therapist for instance, or a physiotherapist, be managing a care home and it therefore seems inconsistent to include only the nursing profession in this context. Whilst it may at present be the case that a registered nurse is more likely to be a care home manager than other health professionals, it is important that these rules are future-proofed and allow for that to not necessarily be the case in the future.

In summary, whilst the Royal College of Nursing Wales is supportive of the requirement for both social workers and social care workers to be registered with Social Care Wales, we feel that the implications of dual registration for nurses already registered with the NMC have not been fully thought out and that further clarification and detail is needed in this area, particularly regarding the requirements on regulators to communicate and work closely and efficiently with one another.

Yours sincerely,



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Royal College of Nursing Wales

The RCN is the world's largest professional union of nurses, representing over 435,000 nurses, midwives, health visitors and nursing students, including over 25,000 members in Wales. The majority of RCN members work in the NHS with around a quarter working in the independent sector. The RCN works locally, nationally and internationally to promote standards of care and the interests of patients and nurses, and of nursing as a profession. The RCN is a UK-wide organisation, with its own National Boards for Wales, Scotland and Northern Ireland. The RCN is a major contributor to nursing practice, standards of care, and public policy as it affects health and nursing.

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